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HUMAN RESOURCES MANAGEMENT: COMPOSITION OF THE SECRETARIAT

Report of the Secretary-General

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ABBREVIATIONS

DAM	Department of Administration and Management
DAM/OCSS	Office of Conference and Support Services
DAM/OHRM	Office of Human Resources Management
DAM/OPPBA	Office of Programme Planning, Budget and Accounts
DDSMS	Department for Development Support and Management Services
DESIPA	Department for Economic and Social Information and Policy Analysis
DHA	Department of Humanitarian Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPA	Department of Political Affairs
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special Missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
GATT/WTO	General Agreement on Tariffs and Trade/World Trade Organization
ICJ	International Court of Justice
ICSC	International Civil Service Commission
INTORG	Inter-organization bodies: Joint Inspection Unit (JIU) Consultative Committee on Administrative Questions (CCAQ) International Computing Centre (ICC) Information Systems Coordination Committee (ISCC)
ITC	International Trade Centre UNCTAD/GATT
OIOS	Office for Internal Oversight Services
OLA	Office of Legal Affairs
REGCOM	Regional Commissions Liaison Office
UNCC	United Nations Compensation Commission
UNCHR	United Nations Centre for Human Rights
UNCHS	United Nations Centre for Human Settlements
UNCTAD	United Nations Conference on Trade and Development

UNDCP	United Nations International Drug Control Programme
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
UNFPA	United Nations Population Fund
UNFSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOPS	United Nations Office for Project Services
UNOV	United Nations Office at Vienna
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNU	United Nations University
UNV	United Nations Volunteers programme

I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 45/239 A of 21 December 1990, 47/226 of 30 April 1993 and 49/222 of 23 December 1994. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. The information is provided mainly in the statistical tables inserted throughout its text as well as in those contained in annex I. In addition, detailed information on staff members can be found in the list of staff of the United Nations Secretariat as of 31 August 1996.

3. Information concerning women at the United Nations can also be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat. A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views expressed by Member States during the deliberations on the subject in the Third and Fifth Committees.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

4. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly."

5. There are a number of subsidiary organs of the United Nations that enjoy special status granted by the General Assembly concerning the appointment of their staff: United Nations Children's Fund (UNICEF); United Nations Development Programme (UNDP); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); secretariat of the International Civil Service Commission (ICSC); Registry of the International Court of Justice (ICJ); and International Trade Centre (ITC).

Total staff of the United Nations

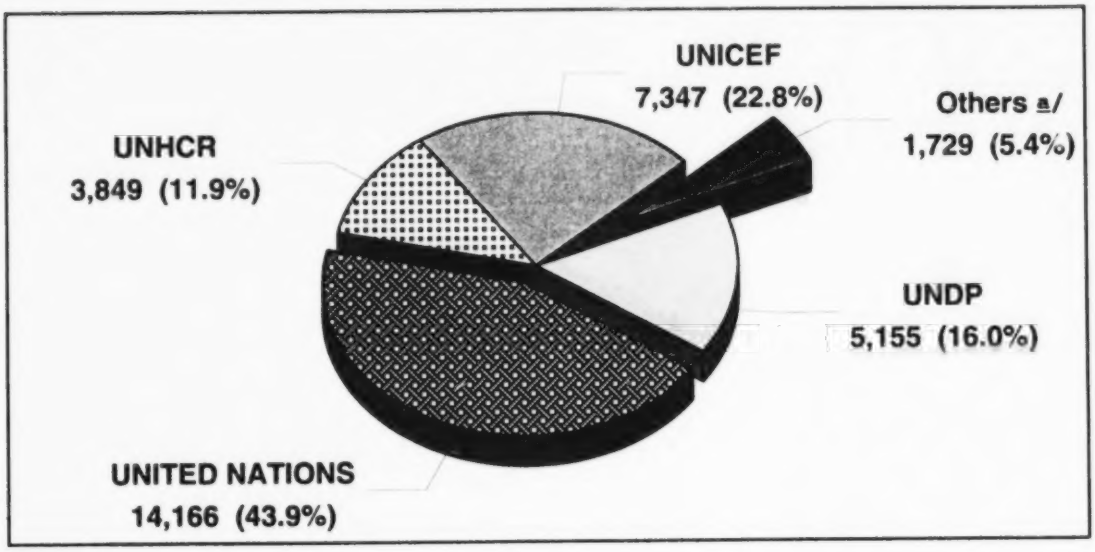
6. The total number of staff of the United Nations as of 30 June 1996 was 33,157 (see fig. 1), of whom 14,166 were assigned to the Secretariat of the United Nations and 18,991 to the secretariats of United Nations subsidiary organs. As regards funding, 9,196 staff occupy posts financed from the regular budget and 25,749 posts financed from extrabudgetary sources. Further details

about the composition of the staff, source of funds, category and related information can be found in table A.

Figure 1

STAFF OF THE UNITED NATIONS SECRETARIAT AND SUBSIDIARY ORGANS

(33,157 staff)



a/ Others include ICJ-40; ICSC-39; ITC-153; UNITAR-8; UNOPS-1,233; UNRWA-178; and UNU-78.

Table A

STAFF OF THE UNITED NATIONS SECRETARIAT AND OF THE SECRETARIATS OF OTHER UNITED NATIONS ORGANS BY CATEGORY AND SOURCE OF FUNDS AS OF 30 JUNE 1996

	Regular budget				Extrabudgetary resources				
Organization	Professional and above	Project personnel	General Service and others	Total	Professional and above	Project personnel	General Service and others	Total	Grand total
United Nations Secretariat	3 186	94	5 501	8 781	1 201	471	3 713	5 385	14 166
UNDP	-	-	-	-	543 a/	493 b/	4 119 c/	5 155	5 155
UNFPA	-	-	-	-	172	16	723	911	911
UNHCR	89	-	155	244	372	754	2 479	3 605	3 849
UNICEF	-	-	-	-	2 396 c/	76	4 875	7 347	7 347
UNITAR	-	-	-	-	8	-	-	8	8
UNOPS d/	-	-	-	-	59	153	1 021	1 233	1 233
UNRWA e/	82	-	10	92	85	-	1	86	178
ITC f/	-	-	-	-	58	2	93	153	153
ICSC	18	-	21	39	-	-	-	-	39
ICJ	14	-	26	40	-	-	-	-	40
UNU	-	-	-	-	15	-	63	78	78
Total	3 389	94	5 713	9 196	4 909	1 965	17 087	23 961	33 157

a/ Includes staff charged to UNDP core budget.

b/ Includes funds managed by UNDP and UNDP supplementary funds.

c/ Includes National and/or Field Service officers.

d/ Previously shown with UNDP.

e/ UNRWA has also 19,654 area personnel (38.5 per cent women).

f/ A number of posts in ITC are financed jointly by the United Nations from the regular budget and by GATT/WTO.

Principles governing the recruitment and employment of staff

7. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter, which states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

8. These principles apply to all the staff of the United Nations, including the staff of the secretariats of subsidiary organs with special status in matters of appointment (see para. 5 above).

B. Posts subject to geographical distribution

9. A particular group of staff of the United Nations Secretariat is covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. This system has been established by the General Assembly on the basis of three factors: membership, contribution and population. The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,514, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

10. There are a number of staff members who are excluded from the principle of geographical distribution. As mentioned in paragraph 5 above, the largest group is composed of staff who do not serve in the United Nations Secretariat but in the secretariats of subsidiary organs with special status in matters of appointment.

11. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the categories of locally recruited staff related to the General Service categories (such as Trades and Crafts, Security and Safety and Public Information Assistants). Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP); to the United Nations Centre for Human Settlements (UNCHS) or for the United Nations International Drug Control Programme (UNDCP); staff appointed to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations information centres.

12. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in annex I, table 1.

C. Representation of Member States

13. The representation of Member States is assessed in conformity with the system of desirable ranges (see annex I, table 4A). Member States fall into four categories, resulting from the comparison of their ranges with the number of their nationals in posts subject to geographical distribution: unrepresented; underrepresented; within range; and overrepresented. 1/

14. As of 30 June 1996, there were 23 unrepresented Member States, as compared with 25 on 30 June 1995. They were: Andorra, Azerbaijan, Bosnia and Herzegovina, Brunei Darussalam, Democratic People's Republic of Korea, Kazakstan, Kuwait, Kyrgyzstan, Liechtenstein, Maldives, Marshall Islands, Federated States of Micronesia, Monaco, Palau, Republic of Moldova, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Uzbekistan and Vanuatu.

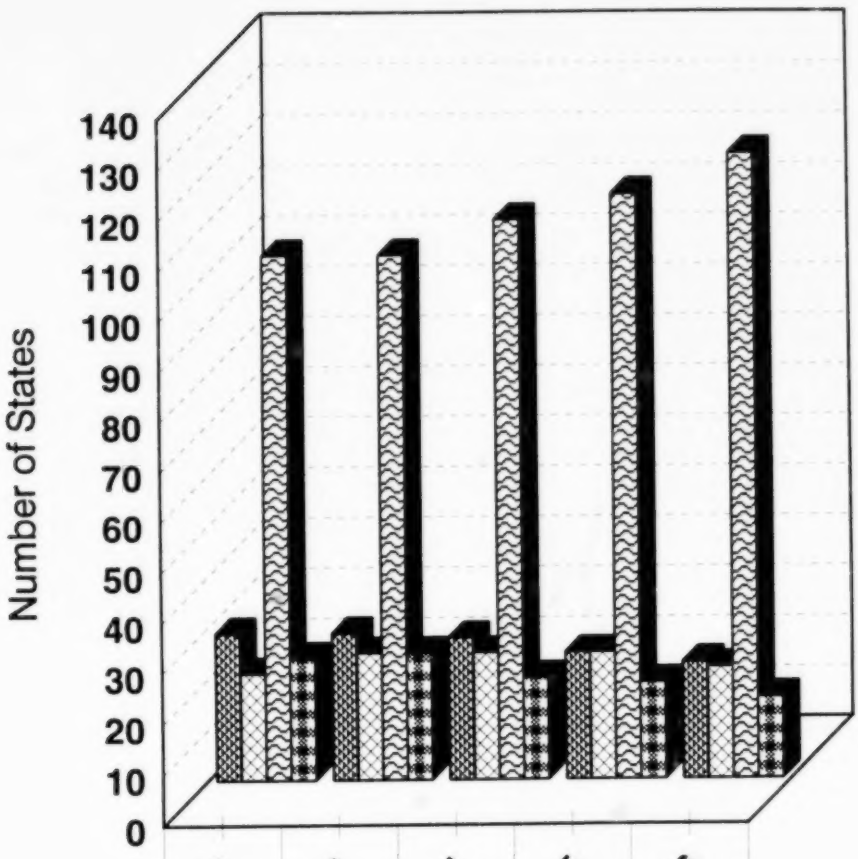
15. On 30 June 1996, there were 22 underrepresented Member States, as compared with 25 on 30 June 1995. They were: Albania, Angola, Armenia, Bahrain, Belize, Comoros, Djibouti, Guinea-Bissau, Italy, Japan, Lao People's Democratic Republic, Latvia, Mozambique, Norway, Panama, Qatar, Samoa, Saudi Arabia, Slovenia, South Africa, Suriname and United Arab Emirates.

16. The changes in the representation of Member States may result not only from the appointments and separations from service of staff but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States and variations in the assessed contribution of individual Member States or in their population, as well as from changes in the status of some staff members (consequent upon such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave and changes of nationality).

17. The evolution in the comparative representation of Member States in geographic posts over the period from 30 June 1992 to 30 June 1996 is illustrated in figure 2.

Figure 2

REPRESENTATION OF MEMBER STATES



	6/92	6/93	6/94	6/95	6/96
Unrepresented	29	29	28	25	23
Underepresented	21	25	25	25	22
Within Range	104	104	111	116	124
Overrepresented	24	25	20	19	16

D. Groupings of Member States

18. In conformity with the request of the General Assembly in resolution 45/239 A, most of the tables contained in annex I to the present report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II, table A, to the report. Table B in the text shows the number of Member States in each geographical region arranged by degree of representation during the period 1992-1996.

19. Information concerning the representation of developing and other countries is shown in table C, which shows the situation each year during the five-year period from 1992 to 1996. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries have been established by totalling the desirable ranges of all countries in each group.

20. The first column of text table C indicates the group and the second column the year. The third and fourth columns show the combined desirable ranges and mid-point for each group. The fifth column shows the percentage of posts corresponding to the mid-point of each group. The remaining columns show the actual numbers and the percentage of posts encumbered by nationals of countries members of the group at various levels: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the assistant secretary-general level and above. The figures in parentheses show the situation of women. In estimating the representation of each group, due account is taken of the actual percentage of posts encumbered by nationals of countries in the group as compared with the percentage established by reference to the mid-point of the group's ad hoc desirable range.

Table B

NUMBER OF MEMBER STATES BY REGION AND DEGREE OF REPRESENTATION IN THE SECRETARIAT AS AT 30 JUNE 1992, 1993, 1994, 1995 AND 1996

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Africa	1992	52	2	6	35	9
	1993	53	3	6	36	8
	1994	53	4	5	36	8
	1995	53	3	7	36	7
	1996	53	1	6	43	3
Asia and the Pacific	1992	31	8	5	12	6
	1993	31	7	5	15	4
	1994	31	7	5	17	2
	1995	32	8	3	18	3
	1996	32	8	3	18	3
Eastern Europe	1992	24	15	0	9	0
	1993	27	14	6	6	1
	1994	27	12	6	8	1
	1995	27	10	5	11	1
	1996	27	9	4	13	1
Western Europe	1992	20	2	3	15	0
	1993	21	3	1	14	3
	1994	22	2	1	17	1
	1995	22	3	3	16	0
	1996	22	4	2	16	0
Latin America	1992	21	0	1	17	3
	1993	21	0	1	17	3
	1994	21	0	3	14	4
	1995	21	0	3	14	4
	1996	21	0	2	15	4
Middle East	1992	16	2	3	9	2
	1993	16	2	3	8	2
	1994	16	2	3	10	1
	1995	16	1	4	10	1
	1996	16	1	4	9	2
North America and the Caribbean	1992	14	0	3	8	3
	1993	14	0	2	9	3
	1994	14	0	2	9	3
	1995	14	0	0	11	3
	1996	14	0	1	10	3
Others a/	1992	2				
	1993	2				
	1994	2				
	1995	2				
	1996	2				

Region	Year	Member States	Unrepresented	Under-represented	Within range	Over-represented
Total	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)
	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)
	1994	184 (100%)	28 (15.2%)	25 (13.6%)	111 (60.3%)	20 (10.9%)
	1995	185 (100%)	25 (13.5%)	25 (13.5%)	116 (62.7%)	19 (10.3%)
	1996	185 (100%)	23 (11.9%)	22 (12.4%)	124 (67.0%)	16 (8.7%)

a/ Non-member States.

Table C

DISTRIBUTION OF STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AMONG DEVELOPING AND OTHER COUNTRIES FROM 1992 to 1996

(showing number of women)

Group	Year	Combined desirable ranges	Group mid-point	Percentage	Number of staff	Percentage	Number at D-1 and above	Percentage	Number at D-2 and above	Percentage	Number at ASG and above	Percentage
Developing countries	1992	907-1 227	1 067.0	39.5	1 155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
	1993	904-1 223	1 063.7	39.4	1 141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
	1994	896-1 212	1 053.7	39.0	1 118 (332)	44.2 (40.2)	166 (17)	48.5	51 (6)	45.5	22 (2)	59.5
	1995	890-1 204	1 047.0	38.8	1 114 (356)	44.6 (41.7)	158 (20)	47.7	49 (5)	46.2	19 (2)	55.9
	1996	907-1 227	1 067.0	39.5	1 118 (366)	44.8 (41.6)	159 (21)	48.3	51 (5)	48.7	21 (1)	58.3
Other countries	1992	1 388-1 878	1 633.3	60.5	1 435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
	1993	1 391-1 882	1 636.9	60.6	1 405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
	1994	1 400-1 894	1 647.1	61.0	1 410 (493)	55.8 (59.8)	176 (34)	51.5	61 (12)	54.5	15 (2)	40.5
	1995	1 405-1 901	1 653.0	61.2	1 385 (498)	54.4 (58.3)	178 (36)	52.3	57 (12)	53.8	15 (2)	44.1
	1996	1 388-1 878	1 633.0	60.5	1 380 (513)	55.2 (58.4)	170 (38)	51.7	56 (11)	52.3	15 (1)	41.7
Total	1992	2 295-3 105	2 700.0	100.0	2 590 (792)	100.0 (100.0)	355 (37)	100.0	114 (11)	100.0	34 (1)	100.0
	1993	2 295-3 105	2 700.0	100.0	2 546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0
	1994	2 295-3 105	2 700.0	100.0	2 528 (826)	100.0 (100.0)	342 (51)	100.0	112 (18)	100.0	37 (4)	100.0
	1995	2 295-3 105	2 700.0	100.0	2 499 (854)	100.0 (100.0)	331 (56)	100.0	106 (18)	100.0	34 (4)	100.0
	1996	2 295-3 105	2 700.0	100.0	2 498 (879)	100.0 (100.0)	329 (59)	100.0	107 (16)	100.0	36 (2)	100.0

Source: World Economic and Social Survey 1996 (ST/ESA/247 - United Nations publication, Sales No. E.96.I.C.1).

E. Representation of developing and other countries among staff at the senior levels (Principal Officer (D-1) level and above)

21. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat.

22. The representation of developing countries and other countries at the senior and policy-formulating levels during the period from 1992 to 1996 is shown in table C. More detailed information on the representation of Member States at these and other levels can be found in table 4 in annex I to the present report.

Representation in the upper echelons (assistant secretary-general and under-secretary-general)

23. In the same resolution, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat (assistant secretary-general and under-secretary-general levels), to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons.

24. During the period under review, nationals of Brazil, China and Ghana were appointed.

F. Representation of women

25. At its forty-sixth session, the General Assembly adopted resolution 46/100 of 16 December 1991, on the Improvement of the Status of Women in the Secretariat.

26. At its forty-fifth session, the General Assembly had adopted resolution 45/239 C of 21 December 1990 on the same subject. In that resolution, the Assembly urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, in particular in senior policy levels and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible, 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

27. In the same resolution, the Assembly also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the

participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995. Efforts made during the period from 1 July 1992 to 30 June 1996 led to an increase of 60 per cent in the representation of women at the D-1 level and above.

28. In the same resolution, the General Assembly reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

29. The efforts to meet the requests of the General Assembly concerning women continue. As of 30 June 1996, the number of women in geographical posts was 882, or 35.1 per cent. Table 3A in annex I shows the distribution of men and women by region and level.

30. The evolution of the proportion of women in geographical posts between 30 June 1992 - when it was 30.6 per cent - and 30 June 1996 is shown in text table D. That table also shows women staff for each region as percentages of all staff (table D.1) and as percentages of women staff only (table D.2).

31. The number and percentage of women in geographical posts and in posts with special language requirements on 30 June 1986 and on 30 June 1996 are shown in text table E. The percentage of women in geographical posts has risen from 24.7 per cent to 35.1 per cent over the period. The percentage of women in language posts has moved from 33.1 per cent to 36.3 per cent over the same period.

Table D.1

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AS A PERCENTAGE OF ALL STAFF FROM 30 JUNE 1992 TO 30 JUNE 1996

(by region of origin)

Year	1992	1993	1994	1995	1996
Region					
Africa	2.80	2.88	2.94	3.02	3.10
Asia and the Pacific	6.17	6.33	6.78	7.63	7.84
Eastern Europe	1.00	0.82	0.75	1.11	1.19
Western Europe	7.67	7.93	8.00	7.87	8.15
Latin America	2.95	3.03	3.10	3.22	3.10
Middle East	1.07	1.13	1.25	1.35	1.51
North America and the Caribbean	8.70	8.86	9.53	9.74	10.06
Others	0.19	0.27	0.20	0.12	0.12
Total	30.56	31.25	32.59	34.07	35.08
Increase (percentage points)	1.37	0.69	1.34	1.48	1.48
Total staff: 2 514			Total women staff: 882		

Table D.2

WOMEN IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION FROM 30 JUNE 1992 TO 30 JUNE 1996 AS A PERCENTAGE OF WOMEN STAFF ONLY

(by region of origin)

Year	1992	1993	1994	1995	1996
Region					
Africa	9.16	9.20	9.04	8.86	8.84
Asia and the Pacific	20.20	20.27	20.84	22.40	22.34
Eastern Europe	3.26	2.61	2.29	3.26	3.40
Western Europe	25.06	25.37	24.58	23.10	23.24
Latin America	9.66	9.70	9.52	9.45	8.84
Middle East	3.51	3.61	3.86	3.96	4.31
North America and the Caribbean	28.48	28.36	29.28	28.58	28.68
Others	0.63	0.87	0.60	0.35	0.34
Total	100.00	100.00	100.00	100.00	100.00
Total women staff	797	804	830	857	882

Table E

NUMBER AND PERCENTAGE OF WOMEN AT EACH LEVEL IN 1986 AND 1996 IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	Geographical posts				Language posts a/			
	1986		1996		1986		1996	
Level	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage	No. of women	Percentage
USG	-	-	1	4.8	-	-	-	-
ASG	4	14.3	1	6.7	-	-	-	-
D-2	2	2.3	14	19.7	-	-	-	-
D-1	20	8.7	43	19.3	-	-	-	-
P-5	48	9.7	130	27.8	39	27.7	48	34.5
P-4	157	21.4	240	34.9	115	33.4	120	34.2
P-3	255	35.0	265	40.6	118	37.2	127	36.0
P-2	167	44.3	188	49.7	49	29.3	32	55.2
P-1	23	65.7	-	-	-	-	-	-
Total	676	24.7	882	35.1	321	33.1	327	36.3

a/ Language posts are from P-1 to P-5 only.

32. The number, sex, nationality and level of the staff appointed to geographical posts during the reporting period are shown in table 6 of annex I. Information on the appointment of men and women is also contained in table F.

33. Additional information on the representation of women can be found in the report of the Secretary-General on the improvement of the status of women in the United Nations Secretariat.

Table F

NUMBER OF APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BETWEEN 1 JULY 1995 AND 30 JUNE 1996 BY SEX, INDICATING THE PERCENTAGE OF TOTAL APPOINTMENTS AND THE NUMBER OF NATIONALITIES APPOINTED AT EACH LEVEL

	Women			Men		
	Number of women appointed	Percentage of total appointments	Number of nationalities represented	Number of men appointed	Percentage of total appointments	Number of nationalities represented
USG	0	0.0	0	3	100.0	3
ASG	0	0.0	0	0	0.0	0
D-2	2	66.7	2	1	33.3	1
D-1	1	14.3	1	6	85.7	5
P-5	3	33.3	3	6	66.7	6
P-4	9	33.3	8	18	66.7	12
P-3	19	47.5	17	21	52.5	12
P-2	21	52.5	14	19	47.5	15
P-1	0	0.0	0	0	0.0	0
Total	55	42.6	34	74	57.4	37 a/

a/ Appointments of staff of some nationalities have been made at more than one level.

G. Recruitment activities

Appointments to posts subject to geographical distribution during the period from 1 July 1995 to 30 June 1996

34. In resolution 45/239 A, the General Assembly urged the Secretary-General, when making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges.

35. During the reporting period (1 July 1995-30 June 1996), 129 appointments were made to posts subject to geographical distribution. 2/ Of these, 5, or 3.9 per cent, were of nationals of unrepresented Member States; 20, or 15.5 per cent, were of nationals of underrepresented Member States; 99, or 76.7 per cent, were of nationals of within-range Member States; 5, or 3.9 per cent, were of nationals of overrepresented Member States. 3/ Further details concerning the number and levels of these appointments can be found below and in table 6 in annex I to the present report.

National competitive examinations

36. Appointments to posts subject to geographical distribution during the reporting period included those of 32 candidates who were successful in national competitive examinations for posts at the P-2 and P-3 levels. They were selected through examinations held in Armenia, Botswana, Bulgaria, Dominica, Ecuador, El Salvador, Germany, Grenada, Haiti, Italy, Japan, Namibia, Pakistan, Paraguay, Portugal, the Republic of Korea, Saint Kitts and Nevis, Spain, the United States of America and Venezuela.

37. These appointments account for 24.8 per cent of all appointments to posts subject to geographical distribution during the reporting period. They included 14 women, representing 43.8 per cent of these appointments.

38. Seven women candidates were recruited at the P-2 levels outside the context of national competitive examinations.

39. Competitive examinations for posts at the P-2 and P-3 levels were also held in Belize, Estonia, Gabon, Georgia, Germany, Japan, Latvia, Liechtenstein, Lithuania, Mauritania, Micronesia (Federated States of), Mongolia, Paraguay, Slovenia, Spain, Suriname, Turkmenistan and Viet Nam. A number of successful candidates in these examinations are currently under recruitment.

Recruitment of women

40. Between 1 July 1995 and 30 June 1996, 55 women were appointed to posts subject to geographical distribution, representing 42.6 per cent of the 129 appointments made during the reporting period. Women from developing countries accounted for 25 appointments, that is to say, 45.5 per cent of the 55 appointments of women made during the reporting period.

Notes

1/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

2/ In the compilation of statistics for the present report, an appointment to a post subject to geographical distribution is understood as the granting to a staff member of an appointment for one year or more, either through initial or other recruitment involving service for at least this period; or through the completion of at least one year of service in such a post.

3/ The figures cited in this paragraph are computed on the basis of the degree of representation of each Member State at the end of the previous reporting year, on 30 June 1995, as communicated to the General Assembly in the latest report of the Secretary-General on the composition of the Secretariat (A/50/540). Although the fluctuations in the representation of Member States during the reporting year are not directly taken into account in this computation, they are estimated monthly and used in monitoring geographical distribution and in planning recruitment.

Annex I

STATISTICAL TABLES

List of tables

Table 1. Total Professional and higher-level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

Table 2. Staff in posts subject to geographical distribution by office and region

Table 3. Staff by region, level and sex

A. Staff in posts subject to geographical distribution

B. Staff in posts with special language requirements

C. Total staff in posts subject to geographical distribution and in posts with special language requirements

Table 4. Staff in posts subject to geographical distribution by nationality and level, showing number of women

Table 5A. Staff in posts subject to geographical distribution by nationality and type of appointment

B. Staff in posts subject to geographical distribution by region and type of appointment

Table 6A. Appointments to posts subject to geographical distribution by nationality and level, showing number of women

B. Appointments to posts subject to geographical distribution by region and level, showing number of women

Table 7. Staff changes in posts subject to geographical distribution by nationality and type of appointment, showing number of women

Table 8. Staff in posts with special language requirements by nationality and level, showing number of women

Table 9A. Professional and higher-level staff specifically appointed for mission service by nationality and level, showing number of women

B. Professional and higher-level staff specifically appointed for mission service by region and level, showing number of women

Table 10. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points

Table 11. Gender distribution of staff in the United Nations Secretariat by department or office and by grade

A. Professional and higher-level staff in posts subject to geographical distribution

B. Professional staff in posts with special language requirements

C. Professional and higher-level staff in posts subject to geographical distribution and posts with special language requirements by department or office and by grade

D. Staff in the General Service and other related categories

Table 1

TOTAL PROFESSIONAL AND HIGHER-LEVEL STAFF OF THE SECRETARIAT HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE BY APPOINTMENT STATUS AND REGION

(as at 30 June 1996)

REGION / APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
GEOGRAPHICAL a/	384	450	244	576	207	125	512	16	2514
LANGUAGE b/	116	137	157	255	82	35	108	11	901
MISSION c/	69	48	36	115	29	13	90	7	407
UNEP d/	74	48	19	82	23	9	41	3	299
INTER-AGENCY e/	2	3	1	6	4	1	5		22
PROJECTS f/	5	1		5	1		4		16
ON LEAVE g/	2	2	3	16			7		30
SECONDED h/	4	5		27	9		9	1	55
TOTAL	656	694	460	1082	355	183	776	38	4244

a/ Staff in posts subject to geographical distribution.

b/ Staff in posts with special language requirements.

c/ Staff specifically appointed for mission service.

d/ Staff specifically appointed for service with UNEP or UNCHS.

e/ Staff specifically appointed after inter-agency consultation to posts financed on an inter-agency basis.

f/ Staff detailed or assigned to a technical assistance project.

g/ Staff on special leave without pay.

h/ Staff on secondment to UNDP or other United Nations bodies.

Table 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY OFFICE AND REGION

(as at 30 June 1996)

REGION / APPOINTMENT STATUS	AFRICA	ASIA & THE PACIFIC	EASTERN EUROPE	WESTERN EUROPE	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA AND THE CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	171	278	144	291	95	49	372	3	1403
ECA	137	4	3	8	2		10		164
ECE	1	5	30	37	1	1	12	1	88
ECLAC	1	5	3	34	71	1	13		128
ESCAP	1	87	9	16	1	1	18		133
ESCWA	10	4	2	3	1	41	8	3	72
UNCTAD b/	25	24	23	67	18	18	21	7	203
UNEP/UNCHS b/	10	8	2	23	4	4	13	1	65
UNOG c/	19	25	15	62	8	9	23	1	162
UNOV/UNDCP	9	10	13	35	6	1	22		96
TOTAL	384	450	244	576	207	125	512	16	2514

a/ Including information centres.

b/ Including liaison offices at other duty stations.

c/ Including the Office of the United Nations Disaster Relief Coordinator, the Centre for Human Rights and the Conference on Disarmament in Geneva.

Table 3

STAFF BY REGION, LEVEL AND SEX
(as at 30 June 1996)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa	3		3		12		44	4	70	10	78	23	68	26	28	15			306	78	384	20.3%
Asia and the Pacific	5		2		6	2	27	7	47	21	60	53	66	59	40	55			253	197	450	43.8%
Eastern Europe	1		1		4	1	11		28	1	77	8	69	12	23	8			214	30	244	12.3%
Western Europe	6		2		17	5	44	13	73	24	91	50	96	67	42	46			371	205	576	35.6%
Latin America	3		2	1	3		12	4	32	12	28	18	22	23	27	20			129	78	207	37.7%
Middle East	1		3		2	2	11	3	20	8	32	7	10	12	8	6			87	38	125	30.4%
North America and the Caribbean	1	1	1		13	4	30	12	61	52	75	80	56	66	22	38			259	253	512	49.4%
Others							1		6	2	6	1							13	3	16	18.8%
Subtotal	*20*	*1*	*14*	*1*	*57*	*14*	*180*	*43*	*337*	*130*	*447*	*240*	*387*	*265*	*190*	*188*			*1632*	*882*	*2514*	35.1%
	95.2%	4.8%	93.3%	6.7%	80.3%	19.7%	80.7%	19.3%	72.2%	27.8%	65.1%	34.9%	59.4%	40.6%	50.3%	49.7%			64.9%	35.1%		
Total	21		15		71		223		467		687		652		378				2514			

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Africa									15	4	45	6	32	10	1	3			93	23	116	19.8%
Asia and the Pacific									14	4	38	8	50	16	4	3			106	31	137	22.6%
Eastern Europe									17		48	2	83	2	4	1			152	5	157	3.2%
Western Europe									23	25	56	63	23	44	9	12			111	144	255	56.5%
Latin America									9	9	12	16	13	16	4	3			38	44	82	53.7%
Middle East									6		9	2	10	6	1	1			26	9	35	25.7%
North America and the Caribbean									6	6	20	20	14	31	3	8			43	65	108	60.2%
Others									1		3	3	1	2		1			5	6	11	54.5%
Subtotal									*91*	*48*	*231*	*120*	*226*	*127*	*26*	*32*			*574*	*327*	*901*	36.3%
									65.5%	34.5%	65.8%	34.2%	64.0%	36.0%	44.8%	55.2%			63.7%	36.3%		
Total									139		351		353		58				901			

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

Region	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Subtotal		Total	%
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Staff	Fem.
Subtotal	*20*	*1*	*14*	*1*	*57*	*14*	*180*	*43*	*428*	*178*	*678*	*360*	*613*	*392*	*216*	*220*			*2206*	*1209*	*3415*	35.4%
	95.2%	4.8%	93.3%	6.7%	80.3%	19.7%	80.7%	19.3%	70.6%	29.4%	65.3%	34.7%	61.0%	39.0%	49.5%	50.5%			64.6%	35.4%		
Grand Total	21		15		71		223		606		1038		1005		436				3415			

Table 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF WOMEN (as at 30 June 1996)

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Afghanistan	8										4		3		1						8		6.44	2-14
Albania	1														1						1		6.07	2-14
Algeria	16	3					1		5		5	2			1						14	2	8.87	4-14
Andorra																							5.99	2-14
Angola	1												1								1		6.24	2-14
Antigua and Barbuda	3	3										1						1			2	2	5.99	2-14
Argentina	23	10							3		5	3		3	1	2	1	1			19	9	13.79	8-18
Armenia																	1				1		6.74	2-14
Australia	32	13							5	1	6	3	3	3	4	3	1	3			32	13	28.25	23-33
Austria	19	9							1	1	4	1	2		2	3		2			16	7	18.88	14-23
Azerbaijan																							7.76	2-14
Bahamas	5	4										1					1	3			5	4	6.14	2-14
Bahrain	1	1																1			1	1	6.15	2-14
Bangladesh	13								2		7		2		1		1				13		8.83	4-14
Barbados	5	3									1	1	1	2							5	3	5.99	2-14
Belarus	12										1		6		4		1				12		10.43	5-15
Belgium	20	6					1		2		5	2	2	2	2	2	2				20	6	21.04	16-25
Belize	2	1															1				1		5.99	2-14
Benin	6								1		1		2		2						6		6.12	2-14
Bhutan	4												2		1		1				4		6.03	2-14
Bolivia	5	1							1						1	1					3	1	6.16	2-14
Bosnia and Herzegovina																							6.13	2-14
Botswana	1	1																2			2	2	6.02	2-14
Brazil	34	14	1							1	4	2	4	2	7	4	4	2			31	11	33.61	28-38
Brunei Darussalam																							6.14	2-14
Bulgaria	8										1		2		4	1					8	1	7.27	2-14
Burkina Faso	8	1					1				3		1			1	1				7	1	6.23	2-14
Burundi	10	2									1		3	1	1		3	1			10	2	6.13	2-14
Cambodia	3	1											1			1					2	1	6.22	2-14
Cameroon	15	3							1		2		6		3	3					15	3	6.30	2-14
Canada	53	18		1					4	1	10	3	15	5	3	8	1	2			53	20	52.62	44-60
Cape Verde	3												1				2				3		6.00	2-14
Central African Republic	3												1		1		1				3		6.06	2-14
Chad	3										1		1		1						3		6.14	2-14
Chile	29	12					3		3	1		2	2	1	1	2	7	6			28	12	7.36	2-14
China	46	19	1				1		5	1	7	5	5	8	8	3		1			45	18	45.96	39-52

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Colombia	7	1									4		1		1	2					8	2	8.16	3-14
Comoros	1														1						1		6.00	2-14
Congo	4										1		1		1						3		6.05	2-14
Costa Rica	3	1									1				1	1					3	1	6.06	2-14
Côte d'Ivoire	10	1									1		3		5	2					11	2	6.32	2-14
Croatia	5	4						1						1		1	1	1			5	4	7.28	2-14
Cuba	10	3											2		2	1	3	1			9	2	6.88	2-14
Cyprus	6				1				2		1						1				5		6.30	2-14
Czech Republic	10	3									3		1	2	1	1	2				10	3	9.95	5-14
Democratic People's Republic of Korea																							7.15	2-14
Denmark	13	4									3	1	3	2	4	1					14	4	16.62	11-21
Djibouti	1														1						1		6.00	2-14
Dominica	2	1									1					1		1			3	2	5.99	2-14
Dominican Republic	5	2									1		1	2	1		1				6	2	6.17	2-14
Ecuador	5	1	1									1			1		2				5	1	6.41	2-14
Egypt	14	3	1				1		3	2	3		1		1		1	1			14	3	8.28	3-14
El Salvador	3								1				2				1				4		6.12	2-14
Equatorial Guinea	3														2		1				3		6.00	2-14
Eritrea													1				1				2		6.07	2-14
Estonia	3	1															2	1			3	1	6.51	2-14
Ethiopia	28	7							1		3		3	1	7	2	8	4			29	7	7.31	2-14
Fiji	4	1							3					1							4	1	6.01	2-14
Finland	11	6					1	1	1				3	2	1	2	1				12	5	15.13	10-19
France	99	37	2				4	1	7	3	10	3	12	14	20	12	3	5			96	38	102.39	87-117
Gabon	2														1		1				2		6.02	2-14
Gambia	7	1			1				2		1		1	1							6	1	6.01	2-14
Georgia	3												1		2						3		7.71	2-14
Germany	121	37	1		1		1	2	8	2	18	5	28	8	21	16	11	9			131	42	142.09	120-163
Ghana	9	2	2						2		3		1	2	1	1					12	3	6.40	2-14
Greece	10	5							1			1	2	4	2			2			12	7	11.73	6-16
Grenada	2														1		2				3		5.99	2-14
Guatemala	7	1	1								2		1	1	2						7	1	6.38	2-14
Guinea	7	1			1		1				1		1		1	1					6	1	6.14	2-14
Guinea-Bissau	1																1				1		6.01	2-14
Guyana	16	9					2		1	1	2	4	1	4	1			1			17	10	6.01	2-14

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Haiti	6	4			1				1	1		1						2			**6**	**4**	6.16	2-14
Honduras	2														1		1				**2**		6.13	2-14
Hungary	6	1											1	1	2		3				**7**	**1**	8.16	3-14
Iceland	8								2		1		1		1		2				**7**		6.29	2-14
India	41	12	2						2		3	1	4	5	12	6	5	2			**42**	**14**	32.64	27-37
Indonesia	8	2	1						1		1					2	2				**7**	**2**	12.56	7-17
Iran (Islamic Republic of)	19	8			1		1		1	1	2	2	2	3	3	1					**17**	**7**	14.22	9-19
Iraq	11	1	1						2		2	1	3			1	1				**11**	**2**	8.40	3-14
Ireland	11	3			1				2		2		1	2	1	2					**11**	**4**	9.04	4-14
Israel	14	5							1			1	2	2		1	3	1			**11**	**5**	9.94	5-14
Italy	63	23	1				4		4	2	7	3	7	3	13	7	6	9			**66**	**24**	84.40	71-97
Jamaica	16	7					1	1					2	1	2	4	2	2			**15**	**8**	6.05	2-14
Japan	101	54	1		1		1	2	2		3	4	16	10	14	18	12	24			**108**	**58**	238.07	202-273
Jordan	14	2							1		1		7		3	3					**15**	**3**	6.11	2-14
Kazakstan																							9.22	4-14
Kenya	12	2							2		3		3	2	1	1		1			**13**	**4**	6.69	2-14
Kuwait																							8.70	3-14
Kyrgyzstan																							6.43	2-14
Lao People's Democratic Republic	1										1										**1**		6.10	2-14
Latvia	1	1																1			**1**	**1**	7.12	2-14
Lebanon	17	5			1				1		5	1	3		1	4	1	1			**18**	**6**	6.06	2-14
Lesotho	7	5										1	1	1	1	2		1			**7**	**5**	6.03	2-14
Liberia	8	3							1		2	1	1	1	2	1		1			**10**	**4**	6.05	2-14
Libyan Arab Jamahiriya	6	1							1		1		2								**4**		8.96	4-14
Liechtenstein	1	1																					5.99	2-14
Lithuania	3	2															1	2			**3**	**2**	7.19	2-14
Luxembourg	3	1													2	1					**3**	**1**	6.89	2-14
Madagascar	8	1									1		4	1			1				**7**	**1**	6.33	2-14
Malawi	10	1									2	1	2		3						**8**	**1**	6.21	2-14
Malaysia	12	3							2		5		1	3	1						**12**	**3**	8.39	3-14
Maldives																							5.99	2-14
Mali	10										3		3		3		1				**10**		6.24	2-14
Malta	5								3		1										**4**		6.00	2-14
Marshall Islands																							5.99	2-14
Mauritania	5										1				3						**4**		6.04	2-14

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Mauritius	9						2		1		4				1						**8**		6.01	2-14
Mexico	28	13				1					6	1	5	3	1	4	2	3			**26**	12	19.78	14-24
Micronesia (Federated States of)																							5.99	2-14
Monaco																							5.99	2-14
Mongolia	3	2														1	1	1			**3**	2	6.04	2-14
Morocco	9	3					1		2		1	1	2	1		1					**9**	3	6.93	2-14
Mozambique							1														**1**		6.39	2-14
Myanmar	7	1								1	1		2		2						**6**	1	7.09	2-14
Namibia	1	1															1	1			**2**	1	6.02	2-14
Nepal	7										3		3		1						**7**		6.50	2-14
Netherlands	32	6					1	1	2		4		6	1	12	2	1	2			**32**	6	29.78	24-34
New Zealand	10	5							1	2			1	1	1	1	1	1			**9**	5	9.49	4-14
Nicaragua	7	4									1	1	1				1	3			**7**	4	6.09	2-14
Niger	5	3								1	1	1			1			1			**5**	3	6.20	2-14
Nigeria	17	2					1		3		5		2		2	3	1				**17**	3	10.17	5-14
Norway	8	4													4	2		2			**8**	4	14.26	9-19
Oman	2	1					1			1											**2**	1	6.48	2-14
Pakistan	15	4			1		2		1		1	1	4	1	2			1			**14**	3	9.79	4-14
Palau																							5.99	2-14
Panama	1														1						**1**		6.05	2-14
Papua New Guinea	2														2						**2**		6.08	2-14
Paraguay	1												1				1				**2**		6.10	2-14
Peru	15	6			1					1	5		3	2		3	2				**17**	6	7.29	2-14
Philippines	71	41								1	5	5	12	13	8	14	5	8			**71**	41	8.35	3-14
Poland	14	1			1						1		8		3	1	1				**15**	1	11.78	6-16
Portugal	6	3										1		1	1		3	1			**7**	3	10.16	5-14
Qatar	1														1						**1**		6.45	2-14
Republic of Korea	13	5					1							1	2		6	6			**16**	7	19.05	14-23
Republic of Moldova																							7.21	2-14
Romania	4						1						1				2				**4**		8.61	3-14
Russian Federation	134	13	1				1		9		17	1	47	4	40	6	3	3			**132**	14	75.50	64-86
Rwanda	1	1												1		1	1				**3**	2	6.17	2-14
Saint Kitts and Nevis	3	3														1		3			**4**	4	5.99	2-14
Saint Lucia	3	1											1		1	1					**3**	1	5.99	2-14

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
Saint Vincent and the Grenadines	4	1											1	1	1		1	1			5	2	5.99	2-14
Samoa	2														1						1		5.99	2-14
San Marino																							5.99	2-14
Sao Tome and Principe																							5.99	2-14
Saudi Arabia	7	5						1		1			1	1		1	2	1			8	5	16.95	12-21
Senegal	15	6			1		1				1	1	2	2	4	2					14	5	6.18	2-14
Seychelles	2												1		1						2		5.99	2-14
Sierra Leone	12	2							3		2		3	2	1						11	2	6.09	2-14
Singapore	10	6							1	1	1	2	1	2	1	1					10	6	7.99	3-14
Slovakia	5												1		2		2				5		7.19	2-14
Slovenia	1										1										1		6.92	2-14
Solomon Islands																							6.00	2-14
Somalia	8	2							1		2		1	2	2						8	2	6.21	2-14
South Africa	7	2												1	2	1					4	2	11.60	6-16
Spain	36	14					1		1			2	9	2	4	6	7	5			37	15	41.87	35-48
Sri Lanka	9	3					1		1					1	1	2	1	1			8	4	6.42	2-14
Sudan	8								1		2		3		1		1				8		6.69	2-14
Suriname	1	1														1					1	1	6.00	2-14
Swaziland	3	1													2						2		6.01	2-14
Sweden	23	9	1				1			2	6	1	3	5	1	1	1				22	9	24.28	19-29
Syrian Arab Republic	7	1									2		3		1			2			8	2	6.91	2-14
Tajikistan																							6.28	2-14
Thailand	30	18							1		2		2	4	3	6	4	6			28	16	9.20	4-14
The former Yugoslav Republic of Macedonia																							6.04	2-14
Togo	4								1				3				1				5		6.08	2-14
Trinidad and Tobago	19	10							1			2	4	4	2		1	4			18	10	6.35	2-14
Tunisia	15	1					2		3		4	1	2		1		1				14	1	6.50	2-14
Turkey	10	3						1	1		3	2	3			1					11	4	12.89	8-17
Turkmenistan																							6.42	2-14
Uganda	14	5							4	1	2		2	1		1		2			13	5	6.48	2-14
Ukraine	22	1					1		1		3		8		9	1					23	1	24.02	19-28
United Arab Emirates	1	1												1							1	1	8.70	3-14
United Kingdom of Great Britain and Northern Ireland	83	30	1				3		10	3	12	4	12	4	5	10	5	9			78	30	86.17	73-99
United Republic of Tanzania	15	5							3		2	1	3	1	1	2					13	4	6.68	2-14

COUNTRY OF NATIONALITY	Total Staff as of 30/06/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total staff as of 30/06/96		Mid-Point	Desirable Range
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F		
United States of America	375	184	1		1		10	3	24	10	47	40	50	63	45	51	13	20			378	187	383.39	325-440
Uruguay	8	2							2		3		3	1	1						10	1	6.51	2-14
Uzbekistan																							8.42	3-14
Vanuatu																							5.99	2-14
Venezuela	8	5							1			1	2	3		2	1	2			12	8	11.37	6-16
Viet Nam	4	2									1		1		1	1		1			5	2	7.74	2-14
Yemen	9	1							2			1	5								8	1	6.29	2-14
Yugoslavia	10	1					1		1		1		1		1	1	4				10	1	7.61	2-14
Zaire	14	2							1		2		6	1	2	1					13	2	7.01	2-14
Zambia	9	1							1		2		1		3						7		6.21	2-14
Zimbabwe	7	1							1		1		3	1	1						7	1	6.26	2-14
Subtotal	*2499*	*854*	*20*	*1*	*14*	*1*	*57*	*14*	*179*	*43*	*331*	*128*	*441*	*239*	*387*	*265*	*190*	*188*			*2498*	*879*		
OTHERS																								
Stateless	4										2		2								4			
Switzerland	12	3							1		4	2	4	1							12	3		
Subtotal	*16*	*3*							*1*		*6*	*2*	*6*	*1*							*16*	*3*		
Total	2515	857	20	1	14	1	57	14	180	43	337	130	447	240	387	265	190	188			2514	882		

Table 5

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT

(as at 30 June 1995 and 30 June 1996)

Country of Nationality	30 June 1995					30 June 1996				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Afghanistan	7		1	8	12.5%	7		1	8	12.5%
Albania			1	1	100.0%			1	1	100.0%
Algeria	14		2	16	12.5%	13		1	14	7.1%
Andorra										
Angola	1			1		1			1	
Antigua and Barbuda	3			3		2			2	
Argentina	18		5	23	21.7%	16		3	19	15.8%
Armenia							1		1	
Australia	24		8	32	25.0%	23		9	32	28.1%
Austria	16		3	19	15.8%	15		1	16	6.3%
Azerbaijan										
Bahamas	1	4		5		1	4		5	
Bahrain			1	1	100.0%			1	1	100.0%
Bangladesh	9		4	13	30.8%	9		4	13	30.8%
Barbados	5			5		5			5	
Belarus	9		3	12	25.0%	11		1	12	8.3%
Belgium	18		2	20	10.0%	17		3	20	15.0%
Belize	2			2		1			1	
Benin	3		3	6	50.0%	3		3	6	50.0%
Bhutan	4			4		4			4	
Bolivia	4		1	5	20.0%	2		1	3	33.3%
Bosnia and Herzegovina										
Botswana			1	1	100.0%			2	2	100.0%
Brazil	24	2	8	34	23.5%	23		8	31	25.8%
Brunei Darussalam										
Bulgaria	6		2	8	25.0%	5		3	8	37.5%
Burkina Faso	4		4	8	50.0%	3		4	7	57.1%
Burundi	9		1	10	10.0%	9		1	10	10.0%
Cambodia	2		1	3	33.3%	1		1	2	50.0%
Cameroon	7		8	15	53.3%	7		8	15	53.3%
Canada	33		20	53	37.7%	31		22	53	41.5%
Cape Verde	1	2		3		1	2		3	
Central African Republic	3			3		3			3	
Chad	3			3		3			3	
Chile	28		1	29	3.4%	27		1	28	3.6%
China	26		20	46	43.5%	26		19	45	42.2%
Colombia	5		2	7	28.6%	5		3	8	37.5%
Comoros	1			1		1			1	
Congo	4			4		3			3	
Costa Rica	2		1	3	33.3%	2		1	3	33.3%
Côte d'Ivoire	10			10		10		1	11	9.1%
Croatia	1	2	2	5	40.0%	1	2	2	5	40.0%
Cuba	8		2	10	20.0%	7		2	9	22.2%
Cyprus	4		2	6	33.3%	3		2	5	40.0%
Czech Republic	3	2	5	10	50.0%	7		3	10	30.0%
Democratic People's Republic of Korea										
Denmark	9		4	13	30.8%	9		5	14	35.7%
Djibouti			1	1	100.0%			1	1	100.0%
Dominica			2	2	100.0%		1	2	3	66.7%
Dominican Republic	5			5		6			6	

Country of Nationality	30 June 1995					30 June 1996				
	Type of Appointment				Percentage of	Type of Appointment				Percentage of
	Permanent	Probationary	Fixed-term	Total	fixed-term	Permanent	Probationar	Fixed-term	Total	fixed-term
Ecuador	3		2	5	40.0%	2	1	2	5	40.0%
Egypt	7		7	14	50.0%	7		7	14	50.0%
El Salvador	3			3		3	1		4	
Equatorial Guinea	3			3		3			3	
Eritrea							1	1	2	50.0%
Estonia		3		3			3		3	
Ethiopia	24		4	28	14.3%	25		4	29	13.8%
Fiji	2		2	4	50.0%	2		2	4	50.0%
Finland	4	3	4	11	36.4%	5	2	5	12	41.7%
France	80		19	99	19.2%	72		24	96	25.0%
Gabon			2	2	100.0%			2	2	100.0%
Gambia	5		2	7	28.6%	4		2	6	33.3%
Georgia	1		2	3	66.7%	1		2	3	66.7%
Germany	92	11	18	121	14.9%	105	10	16	131	12.2%
Ghana	5		4	9	44.4%	5		7	12	58.3%
Greece	10			10		11		1	12	8.3%
Grenada	2			2		2	1		3	
Guatemala	3		4	7	57.1%	3		4	7	57.1%
Guinea	4		3	7	42.9%	3		3	6	50.0%
Guinea-Bissau			1	1	100.0%			1	1	100.0%
Guyana	16			16		15		2	17	11.8%
Haiti	5		1	6	16.7%	4	1	1	6	16.7%
Honduras	2			2		2			2	
Hungary	3		3	6	50.0%	4		3	7	42.9%
Iceland	8			8		7			7	
India	29		12	41	29.3%	30		12	42	28.6%
Indonesia	4	2	2	8	25.0%	4	1	2	7	28.6%
Iran (Islamic Republic of)	14		5	19	26.3%	13		4	17	23.5%
Iraq	8		3	11	27.3%	7		4	11	36.4%
Ireland	8		3	11	27.3%	7		4	11	36.4%
Israel	11	1	2	14	14.3%	9		2	11	18.2%
Italy	46	6	11	63	17.5%	49	4	13	66	19.7%
Jamaica	16			16		15			15	
Japan	71	18	12	101	11.9%	73	20	15	108	13.9%
Jordan	8		6	14	42.9%	9		6	15	40.0%
Kazakstan										
Kenya	9		3	12	25.0%	9		4	13	30.8%
Kuwait										
Kyrgyzstan										
Lao People's Democratic Republic	1			1		1			1	
Latvia		1		1			1		1	
Lebanon	13		4	17	23.5%	16		2	18	11.1%
Lesotho	6		1	7	14.3%	6		1	7	14.3%
Liberia	7		1	8	12.5%	8		2	10	20.0%
Libyan Arab Jamahiriya	5		1	6	16.7%	3		1	4	25.0%
Liechtenstein		1		1						
Lithuania		3		3			3		3	
Luxembourg	3			3		3			3	
Madagascar	7		1	8	12.5%	7			7	
Malawi	7		3	10	30.0%	5		3	8	37.5%

Country of Nationality	30 June 1995					30 June 1996				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Malaysia	11		1	12	8.3%	11		1	12	8.3%
Maldives										
Mali	8		2	10	20.0%	8		2	10	20.0%
Malta	4		1	5	20.0%	3		1	4	25.0%
Marshall Islands										
Mauritania	4		1	5	20.0%	3		1	4	25.0%
Mauritius	9			9		8			8	
Mexico	21		7	28	25.0%	19		7	26	26.9%
Micronesia (Federated States of)										
Monaco										
Mongolia	1	2		3		1	2		3	
Morocco	9			9		9			9	
Mozambique								1	1	100.0%
Myanmar	7			7		6			6	
Namibia		1		1			2		2	
Nepal	5		2	7	28.6%	5		2	7	28.6%
Netherlands	22		10	32	31.3%	23		9	32	28.1%
New Zealand	8	1	1	10	10.0%	8	1		9	
Nicaragua	5	1	1	7	14.3%	5	1	1	7	14.3%
Niger	2		3	5	60.0%	2		3	5	60.0%
Nigeria	10		7	17	41.2%	10		7	17	41.2%
Norway	8			8		8			8	
Oman	2			2		2			2	
Pakistan	6		9	15	60.0%	6		8	14	57.1%
Palau										
Panama	1			1		1			1	
Papua New Guinea	2			2		2			2	
Paraguay	1			1		1	1		2	
Peru	12		3	15	20.0%	15		2	17	11.8%
Philippines	69		2	71	2.8%	69		2	71	2.8%
Poland	3		11	14	78.6%	6		9	15	60.0%
Portugal	3	3		6		3	3	1	7	14.3%
Qatar			1	1	100.0%			1	1	100.0%
Republic of Korea	1	10	2	13	15.4%	5	8	3	16	18.8%
Republic of Moldova										
Romania	3		1	4	25.0%	3		1	4	25.0%
Russian Federation	58	1	75	134	56.0%	71		61	132	46.2%
Rwanda			1	1	100.0%		1	2	3	66.7%
Saint Kitts and Nevis	2		1	3	33.3%	2		2	4	50.0%
Saint Lucia	2		1	3	33.3%	2		1	3	33.3%
Saint Vincent and the Grenadines	2	1	1	4	25.0%	3		2	5	40.0%
Samoa	1		1	2	50.0%	1			1	
San Marino										
Sao Tome and Principe										
Saudi Arabia	4	3		7		5	2	1	8	12.5%
Senegal	9		6	15	40.0%	9		5	14	35.7%
Seychelles	2			2		2			2	
Sierra Leone	8		4	12	33.3%	8		3	11	27.3%
Singapore	8		2	10	20.0%	8		2	10	20.0%

Country of Nationality	30 June 1995					30 June 1996				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationary	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Slovakia	5			5		5			5	
Slovenia	1			1		1			1	
Solomon Islands										
Somalia	6		2	8	25.0%	6		2	8	25.0%
South Africa	4		3	7	42.9%	3		1	4	25.0%
Spain	19	9	8	36	22.2%	20	9	8	37	21.6%
Sri Lanka	7		2	9	22.2%	5		3	8	37.5%
Sudan	6		2	8	25.0%	8			8	
Suriname			1	1	100.0%			1	1	100.0%
Swaziland		1	2	3	66.7%	1		1	2	50.0%
Sweden	15		8	23	34.8%	14		8	22	36.4%
Syrian Arab Republic	4		3	7	42.9%	5		3	8	37.5%
Tajikistan										
Thailand	24		6	30	20.0%	23		5	28	17.9%
The former Yugoslav Republic of Macedonia										
Togo	3		1	4	25.0%	3		2	5	40.0%
Trinidad and Tobago	16		3	19	15.8%	15		3	18	16.7%
Tunisia	15			15		13		1	14	7.1%
Turkey	10			10		10		1	11	9.1%
Turkmenistan										
Uganda	9		5	14	35.7%	8		5	13	38.5%
Ukraine	14		8	22	36.4%	18		5	23	21.7%
United Arab Emirates	1			1		1			1	
United Kingdom of Great Britain and Northern Ireland	66		17	83	20.5%	59		19	78	24.4%
United Republic of Tanzania	13		2	15	13.3%	13			13	
United States of America	287	10	78	375	20.8%	279	4	95	378	25.1%
Uruguay	4		4	8	50.0%	4		6	10	60.0%
Uzbekistan										
Vanuatu										
Venezuela	6		2	8	25.0%	6	3	3	12	25.0%
Viet Nam	3	1		4		3	1	1	5	20.0%
Yemen	9			9		8			8	
Yugoslavia	7		3	10	30.0%	8		2	10	20.0%
Zaire	12		2	14	14.3%	11		2	13	15.4%
Zambia	7		2	9	22.2%	7			7	
Zimbabwe	4		3	7	42.9%	5		2	7	28.6%
Subtotal	*1801*	*105*	*593*	*2499*	*23.7%*	*1797*	*97*	*604*	*2498*	*24.2%*
Others										
Stateless	3		1	4	25.0%	3		1	4	25.0%
Switzerland	9		3	12	25.0%	9		3	12	25.0%
Subtotal	12		4	16	*25.0%*	12		4	16	*25.0%*
TOTAL	1813	105	597	2515	*23.7%*	1809	97	608	2514	*24.2%*

B. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND TYPE OF APPOINTMENT

(as at 30 June 1995 and 30 June 1996)

Country of Nationality	30 June 1995					30 June 1996				
	Type of Appointment				Percentage of fixed-term	Type of Appointment				Percentage of fixed-term
	Permanent	Probationar	Fixed-term	Total		Permanent	Probationar	Fixed-term	Total	
Africa	289	4	101	**394**	0.2563	279	6	99	**384**	0.2578
Asia and the Pacific	325	34	89	**448**	0.1987	326	33	91	**450**	0.2022
Eastern Europe	114	12	116	**242**	0.4793	141	10	93	**244**	0.3811
Western Europe	431	33	108	**572**	0.1888	430	28	118	**576**	0.2049
Latin America	160	3	45	**208**	0.2163	153	8	46	**207**	0.2222
Middle East	95	4	28	**127**	0.2205	95	2	28	**125**	0.224
North America and the Caribbean	387	15	106	**508**	0.2087	373	10	129	**512**	0.252
Others	12		4	**16**	0.25	12		4	**16**	0.25
Total	**1813**	**105**	**597**	**2515**	**23.7%**	**1809**	**97**	**608**	**2514**	**24.2%**

Table 6

A. APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND LEVEL, SHOWING NUMBER OF WOMEN

1 July 1995 - 30 June 1996

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Armenia															1				1	
Australia									1										1	
Belgium							1												1	
Botswana																1			1	1
Brazil	1													1					2	1
Bulgaria														1					1	1
Canada										1	2								3	1
China	1								1				2			1			5	1
Colombia														1					1	1
Côte d'Ivoire														1					1	1
Denmark													1						1	
Dominica																1			1	1
Ecuador															1				1	
El Salvador															1				1	
Eritrea											1				1				2	
Finland						1	1								1				3	1
France												1	2	1		1			5	3
Germany											1		1		3	3			8	3
Ghana	1										1								2	
Greece												1							1	1
Grenada															1				1	
Guyana										1									1	1
Haiti																1			1	1
Hungary											1								1	
India									1										1	
Iraq														1					1	1
Ireland														1					1	1
Italy											1		2	1		1			5	2
Japan							1						1		3	4			9	4
Jordan														2					2	2
Kenya												1		1					2	2
Mozambique					1														1	
Namibia															1				1	
Netherlands							1												1	
Nigeria														1					1	1
Pakistan													1						1	
Paraguay															1				1	
Poland											2		1						3	
Portugal															1				1	
Republic of Korea												1	1			1			3	2
Russian Federation									1					1					2	1
Rwanda														1	1				2	1
Saint Kitts and Nevis																1			1	1
Saint Vincent and the Grenadines												1							1	1
Saudi Arabia											1								1	
Spain												1	1	1	1				4	2
Sri Lanka												1							1	1
Sweden								1											1	1
Syrian Arab Republic																1			1	1
Togo											1								1	
Turkey														1					1	1

/...

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
United Kingdom of Great Britain and Northern Ireland									1				1			1			3	1
United States of America						1	2			1	4	2	7	2	1	2			22	8
Uruguay									1		2								3	
Venezuela														1	1	2			4	3
Viet Nam											1								1	
TOTAL	3				1	2	6	1	6	3	18	9	21	19	19	21			129	55

B. APPOINTMENTS TO POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY REGION AND LEVEL, SHOWING NUMBER OF WOMEN

1 July 1995 - 30 June 1996

COUNTRY OF NATIONALITY	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total Staff	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Africa	1				1						3	1		4	3	1			14	6
Asia and the Pacific	1						1		3		1	2	5		3	6			22	8
Eastern Europe									1		3		1	2	1				8	2
Western Europe						1	3	1	1		2	3	8	4	6	6			35	15
Latin America	1								1		2			3	4	3			14	6
Middle East											1			4		1			6	5
North America and the Caribbean						1	2			3	6	3	7	2	2	4			30	13
TOTAL	3				1	2	6	1	6	3	18	9	21	19	19	21			129	55

Table 7

STAFF CHANGES IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION BY NATIONALITY AND TYPE OF APPOINTMENT
1 July 1995 - 30 June 1996

Country of Nationality	No. of Staff as of 30/06/95		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/06/96	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Afghanistan	8																8	
Albania	1																1	
Algeria	16	3							1		1	1	2	1			14	2
Andorra																		
Angola	1																1	
Antigua and Barbuda	3	3							1	1			1	1			2	2
Argentina	23	10							2	1	2		4	1			19	9
Armenia			1				1										1	
Australia	32	13			1		1		2	1	1		3	1	2	1	32	13
Austria	19	9							2	1	2	1	4	2	1		16	7
Azerbaijan																		
Bahamas	5	4															5	4
Bahrain	1	1															1	1
Bangladesh	13																13	
Barbados	5	3															5	3
Belarus	12																12	
Belgium	20	6			1		1		1				1				20	6
Belize	2	1							1	1			1	1			1	
Benin	6																6	
Bhutan	4																4	
Bolivia	5	1							2				2				3	1
Bosnia and Herzegovina																		
Botswana	1	1			1	1	1	1			1		1		1		2	2
Brazil	34	14			2	1	2	1	3	1	2	2	5	3		-1	31	11
Brunei Darussalam																		
Bulgaria	8				1	1	1	1	1				1				8	1
Burkina Faso	8	1							1				1				7	1
Burundi	10	2															10	2
Cambodia	3	1							1				1				2	1
Cameroon	15	3															15	3
Canada	53	18			3	1	3	1	2		3		5		2	1	53	20
Cape Verde	3																3	
Central African Republic	3																3	
Chad	3																3	
Chile	29	12							1	1			1	1		1	28	12
China	46	19			5	1	5	1	1	1	3		4	1	-2	-1	45	18
Colombia	7	1			1	1	1	1									8	2
Comoros	1																1	
Congo	4								1				1				3	
Costa Rica	3	1															3	1
Côte d'Ivoire	10	1			1	1	1	1			1	1	1	1	1	1	11	2
Croatia	5	4															5	4
Cuba	10	3							1	1			1	1			9	2
Cyprus	6								1				1				5	.
Czech Republic	10	3															10	3
Democratic People's Republic of Korea																		
Denmark	13	4			1		1				1		1		1		14	4
Djibouti	1																1	
Dominica	2	1	1	1			1	1									3	2
Dominican Republic	5	2													1		6	2
Ecuador	5	1	1				1		1				1				5	1

Country of Nationality	No. of Staff as of 30/06/95		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/06/96	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Egypt	14	3															14	3
El Salvador	3		1				1										4	
Equatorial Guinea	3																3	
Eritrea			1		1		2										2	
Estonia	3	1															3	1
Ethiopia	28	7							1	1			1	1	2	1	29	7
Fiji	4	1															4	1
Finland	11	6			3	1	3	1	1	1	2	1	3	2	1		12	5
France	99	37			5	3	5	3	8	3			8	3		1	96	38
Gabon	2																2	
Gambia	7	1							1				1				6	1
Georgia	3																3	
Germany	121	37	5	2	3	1	8	3	1		2	1	3	1	5	3	131	42
Ghana	9	2			2		2								1	1	12	3
Greece	10	5			1	1	1	1							1	1	12	7
Grenada	2		1				1										3	
Guatemala	7	1															7	1
Guinea	7	1							1				1				6	1
Guinea-Bissau	1																1	
Guyana	16	9			1	1	1	1	1	1			1	1	1	1	17	10
Haiti	6	4	1	1			1	1	1	1			1	1			6	4
Honduras	2																2	
Hungary	6	1			1		1										7	1
Iceland	8								1				1				7	
India	41	12			1		1		1		1		2		2	2	42	14
Indonesia	8	2							1				1				7	2
Iran (Islamic Republic of)	19	8							1		1	1	2	1			17	7
Iraq	11	1			1	1	1	1	1				1				11	2
Ireland	11	3			1	1	1	1	1				1				11	4
Israel	14	5							3				3				11	5
Italy	63	23	1	1	4	1	5	2	3		1	1	4	1	2		66	24
Jamaica	16	7							2				2		1	1	15	8
Japan	101	54	6	4	3		9	4	5	2			5	2	3	2	108	58
Jordan	14	2			2	2	2	2							-1	-1	15	3
Kazakstan																		
Kenya	12	2			2	2	2	2							-1		13	4
Kuwait																		
Kyrgyzstan																		
Lao People's Democratic Republic	1																1	
Latvia	1	1															1	1
Lebanon	17	5													1	1	18	6
Lesotho	7	5															7	5
Liberia	8	3													2	1	10	4
Libyan Arab Jamahiriya	6	1							2	1			2	1			4	
Liechtenstein	1	1							1	1			1	1				
Lithuania	3	2															3	2
Luxembourg	3	1															3	1
Madagascar	8	1							1				1				7	1
Malawi	10	1							2				2				8	1
Malaysia	12	3															12	3
Maldives																		

Country of Nationality	No. of Staff as of 30/06/95		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/06/96	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Mali	10																10	
Malta	5														-1		4	
Marshall Islands																		
Mauritania	5								1				1				4	
Mauritius	9								1				1				8	
Mexico	28	13							1	1			1	1	-1		26	12
Micronesia (Federated States of)																		
Monaco																		
Mongolia	3	2															3	2
Morocco	9	3															9	3
Mozambique					1		1										1	
Myanmar	7	1							1				1				6	1
Namibia	1	1	1				1										2	1
Nepal	7																7	
Netherlands	32	6			1		1		1				1				32	6
New Zealand	10	5									1		1				9	5
Nicaragua	7	4															7	4
Niger	5	3															5	3
Nigeria	17	2			1	1	1	1			1		1				17	3
Norway	8	4							1	1			1	1	1	1	8	4
Oman	2	1															2	1
Pakistan	15	4			1		1								-2	-1	14	3
Palau																		
Panama	1																1	
Papua New Guinea	2																2	
Paraguay	1		1				1										2	
Peru	15	6													2		17	6
Philippines	71	41							3	3			3	3	3	3	71	41
Poland	14	1			3		3				2		2				15	1
Portugal	6	3			1		1										7	3
Qatar	1																1	
Republic of Korea	13	5	2	1	1	1	3	2									16	7
Republic of Moldova																		
Romania	4																4	
Russian Federation	134	13			2	1	2	1			1		1		-3		132	14
Rwanda	1	1	1		1	1	2	1									3	2
Saint Kitts and Nevis	3	3			1	1	1	1									4	4
Saint Lucia	3	1															3	1
Saint Vincent and the Grenadines	4	1			1	1	1	1									5	2
Samoa	2										1		1				1	
San Marino																		
Sao Tome and Principe																		
Saudi Arabia	7	5			1		1										8	5
Senegal	15	6									1	1	1	1			14	5
Seychelles	2																2	
Sierra Leone	12	2									1		1				11	2
Singapore	10	6															10	6
Slovakia	5																5	
Slovenia	1																1	
Solomon Islands																		

Country of Nationality	No. of Staff as of 30/06/95		APPOINTMENTS						SEPARATIONS a/						Other staff Changes b/		No. of Staff as of 30/06/96	
			Career		Non career		Total		Career		Non career		Total					
	ALL	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
Somalia	8	2															8	2
South Africa	7	2							1		2		3				4	2
Spain	36	14	2		2	2	4	2	1	1			1	1	-2		37	15
Sri Lanka	9	3			1	1	1	1	2				2				8	4
Sudan	8																8	
Suriname	1	1															1	1
Swaziland	3	1									1	1	1	1			2	
Sweden	23	9			1	1	1	1	2		1	1	3	1	1		22	9
Syrian Arab Republic	7	1			1	1	1	1									8	2
Tajikistan																		
Thailand	30	18							2	2			2	2			28	16
The former Yugoslav Republic of Macedonia																		
Togo	4				1		1										5	
Trinidad and Tobago	19	10							1		1	1	2	1	1	1	18	10
Tunisia	15	1							3				3		2		14	1
Turkey	10	3			1	1	1	1									11	4
Turkmenistan																		
Uganda	14	5							2				2		1		13	5
Ukraine	22	1													1		23	1
United Arab Emirates	1	1															1	1
United Kingdom of Great Britain and Northern Ireland	83	30			3	1	3	1	9	4	1		10	4	2	3	78	30
United Republic of Tanzania	15	5							1		1	1	2	1			13	4
United States of America	375	184			22	8	22	8	15	5	11	4	26	9	7	4	378	187
Uruguay	8	2			3		3				1	1	1	1			10	1
Uzbekistan																		
Vanuatu																		
Venezuela	8	5	3	2	1	1	4	3									12	8
Viet Nam	4	2			1		1										5	2
Yemen	9	1							1				1				8	1
Yugoslavia	10	1															10	1
Zaire	14	2							1				1				13	2
Zambia	9	1									1		1		-1	-1	7	
Zimbabwe	7	1															7	1
Subtotal	2499	854	29	12	100	43	129	55	116	37	52	19	168	56	38	26	2498	879
Other																		
Stateless	4																4	
Switzerland	12	3							1	1			1	1	1	1	12	3
Subtotal	16	3							1	1			1	1	1	1	16	3
Total	2515	857	29	12	100	43	129	55	117	38	52	19	169	57	39	27	2514	882

a/ Includes all resignations, retirements, expiry of fixed-term appointments and separations from service for any other cause.

b/ Shows gains and losses resulting from such changes as movements of staff:

1. Between posts subject to geographical distribution and posts with special language requirements;
2. Placed on special leave without pay or returned from such leave;
3. Detailed or assigned to technical assistance project or returned from such secondment;
4. Seconded to UNDP or other United Nations bodies or returned from such project;
5. Promoted from the General Service category to the Professional category;
6. After a change of nationality status.

Table 8

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS BY NATIONALITY AND LEVEL, SHOWING NUMBER OF WOMEN
(as at 30 June 1996)

COUNTRY OF NATIONALITY	Total Staff 30/6/95	Total Fem. 30/6/95	P-5		P-4		P-3		P-2		P-1		Total Fem. 30/6/96	Total Staff 30/6/96
			M	F	M	F	M	F	M	F	M	F		
Algeria	6	0	1		2		3						0	6
Argentina	31	14	3	4	7	6	6	4	1	1			15	32
Australia	1	1				1							1	1
Austria	3	1	1		1	1				1			2	4
Belarus	5	0			1		5						0	6
Belgium	16	7	3		2	4	2	1	1	2			7	15
Benin	2	1			1			1					1	2
Brazil	1	1						1					1	1
Bulgaria	1	0			1								0	1
Canada	12	8			2	2	2	5		1			8	12
Chile	14	6	3	1	2	4	1	1	2				6	14
China	132	29	14	4	37	7	50	16	4	2			29	134
Colombia	7	6		2	1	1		3					6	7
Costa Rica	1	0					1						0	1
Côte d'Ivoire	1	0					1						0	1
Cuba	5	2	1			1	2	2					3	6
Ecuador	2	1			1	1							1	2
Egypt	76	18	12	4	30	5	12	8		1			18	72
France	121	80	9	15	18	32	10	31	3	7			85	125
Germany	2	2		1		1							2	2
Ghana	2	0			1		1						0	2
Guatemala	1	1				1							1	1
Guyana	2	1			1	1		1					2	3
India	0	0								1			1	1
Iraq	1	0			1								0	1
Ireland	4	2			1			1		1			2	3
Israel	2	0			1		1						0	2
Italy	1	0			1								0	1
Jamaica	2	2				1		1					2	2
Jordan	4	0	3						1				0	4
Kazakstan	1	0	1										0	1
Kenya	1	0							1				0	1
Lebanon	11	5	1			1	5	3		1			5	11
Madagascar	1	1						1					1	1
Malaysia	1	0			1								0	1
Mali	1	0			1								0	1
Mauritius	1	1								1			1	1
Mexico	4	3	1	1		1		1					3	4
Morocco	3	0			1		2						0	3
Panama	1	0					1						0	1
Paraguay	2	2		1						1			2	2
Peru	6	4				1	2	2					3	5
Philippines	1	1											0	0
Russian Federation	140	4	16		46	2	73	2	3	1			5	143
Senegal	6	0	1		1		4						0	6
Spain	33	10	3	2	14	3	4	5	2	1			11	34
Sudan	5	0	1		3		1						0	5
Sweden	1	1						1					1	1
Syrian Arab Republic	20	5	2		7	1	3	3					4	16
Trinidad and Tobago	2	1	1			1							1	2
Tunisia	15	2			5	1	8			1			2	15
Ukraine	7	0					5		1				0	6

COUNTRY OF NATIONALITY	Total Staff 30/6/95	Total Fem. 30/6/95	P-5		P-4		P-3		P-2		P-1		Total Fem. 30/6/96	Total Staff 30/6/96
			M	F	M	F	M	F	M	F	M	F		
United Kingdom of Great Britain and Northern Ireland	70	32	7	7	19	22	7	5	3				34	70
United States of America	89	52	5	6	17	15	12	24	3	7			52	89
Uruguay	7	4	1		1			2	1	1			3	6
Yemen	1	0					1						0	1
Subtotal	*888*	*311*	*90*	*48*	*228*	*117*	*225*	*125*	*26*	*31*	*0*	*0*	*321*	*890*
OTHERS														
Palestine	2	0			2								0	2
Switzerland	9	6	1		1	3	1	2		1			6	9
Subtotal	*11*	*6*	*1*	*0*	*3*	*3*	*1*	*2*	*0*	*1*	*0*	*0*	*6*	*11*
Total	899	317	91	48	231	120	226	127	26	32	0	0	327	901

Table 9

A. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE BY NATIONALITY AND LEVEL, SHOWING NUMBER OF WOMEN

(as at 30 June 1996)

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/95	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Afghanistan	2												1		1						2	
Albania	1												1								1	
Algeria	1																1	1			2	1
Argentina									1					1	1		1	1			5	2
Armenia													1								1	
Australia	11								1		1		3		3		1				9	
Austria	1												1		1						2	
Bangladesh	2										1										1	
Barbados	1														1						1	
Belgium	3												1		6	1					8	1
Bolivia	1												1								1	
Bosnia and Herzegovina													1								1	
Brazil	4	3					1							1			1				3	1
Bulgaria	3															1					1	1
Burkina Faso															1						1	
Burundi	1												1		1						2	
Cameroon	1												1								1	
Canada	17	3			1				1		2		8	1	7	1	2	1	1		25	3
Chad	1																					
Chile	3	1									1			1					1		3	1
China	3	1											1								1	
Colombia	2	1												1	1		1				3	1
Côte d'Ivoire	1												1		1						2	
Croatia							1														1	
Czech Republic	2												3			1					4	1
Denmark	3	2											1			1					2	1
Egypt	2												2		2				1		5	
El Salvador													2								2	
Ethiopia	5								2				2		2						6	
Fiji											1		1								2	
Finland	8	1					1				1		1	1	2		1				7	1
France	12	3							1				2	1	4	3	4	2		1	18	7
Germany	2	2													1	1		1			3	2
Ghana	4												1		1		2		1		5	
Greece	1												1				1				2	
Guinea	1												2		1					1	4	1
Guinea-Bissau											1		1				1				3	

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/95	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Guyana															1						1	
Honduras														1							1	1
Hungary	1														2						2	
Iceland	3																2				2	
India	11										1		4		3		2				10	
Iran (Islamic Republic of)	1										1		1			2		2			6	4
Iraq	1																1				1	
Ireland	3						1				1				1	1	3				7	1
Israel	1															1					1	1
Italy	9	2			1		1								3		2	2			9	2
Jamaica	1	1																		1	1	1
Japan	2	1																				
Jordan	2														1						1	
Kenya	2	1											1		1						2	
Kyrgyzstan																1					1	1
Liberia													1								1	
Malaysia	4						1						1		1						3	
Mali	1										1				1		1				3	
Mexico	1														1						1	
Myanmar	4														1		1				2	
Nepal	2												1		1						2	
Netherlands	4				1								1		3		3				8	
New Zealand	3	1													1	2	2				5	2
Nicaragua																1					1	1
Niger	1	1												1							1	1
Nigeria	4	1			1						1				1	2		2			7	4
Norway	2												1								1	
Pakistan	3												1		1			1	1		4	1
Panama																		1			1	1
Paraguay	1																					
Peru	2				1						1				2		1				5	
Philippines	4	1														2					2	2
Poland	7				1						1		4		1						7	
Republic of Korea	1	1															1	1			2	1
Russian Federation	13	1									1		6		3		1				11	
Rwanda	2																1				1	
Sao Tome and Principe															1						1	

COUNTRY OF NATIONALITY	Number of Staff as of 30/6/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Number of Staff as of 30/6/95	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Senegal	1										1		1								2	
Sierra Leone	4												2		1						3	
Slovenia															1						1	
Somalia	2														1						1	
South Africa															1						1	
Spain	2												2		2						4	
Sri Lanka	3														2		1				3	
Sudan	3										2										2	
Sweden	8						2		2		1		2				3	1			11	1
Thailand	1															1	1				2	1
Togo	4								1				1								2	
Trinidad and Tobago											1									1	2	1
Tunisia	1																					
Turkey											1										1	
Uganda	2								1						1						2	
Ukraine	2												1		1						2	
United Kingdom of Great Britain and Northern Ireland	23	3							1		3		8	1	11	3	2	1			30	5
United Republic of Tanzania	1												1								1	
United States of America	43	9							1				11	5	11	13	8	8		1	58	27
Uruguay													1		1						2	
Venezuela	1																1				1	
Viet Nam	1																					
Yemen	2										1										1	
Yugoslavia	2												1		1		1				3	
Zaire	1														1						1	
Zimbabwe	3				1								3		1						5	
Subtotal	*305*	*40*			*7*		*8*		*12*		*26*		*97*	*15*	*103*	*38*	*54*	*25*	*5*	*5*	*395*	*83*
OTHER																						
Palestine					1										1						2	
Switzerland	3												1		2			1	1		5	1
Subtotal	*3*				*1*								*1*		*3*			*1*	*1*		7	*1*
TOTAL	308	40			8		8		12		26		98	15	106	38	54	26	6	5	402	84

B. PROFESSIONAL AND HIGHER-LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE BY REGION AND LEVEL, SHOWING NUMBER OF WOMEN

(as at 30 June 1996)

Region	No. of Staff as of 30/6/95		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		No. of Staff as of 30/6/95	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	All	F
Africa	49	3			2				4		6		21	1	19	2	6	3	2	1	67	7
Asia and the Pacific	55	5					1		1		4		12		13	5	9	2	1		48	7
Eastern Europe	31	1			1		1				2		18		9	3	2				36	3
Western Europe	84	13			2		5		4		6		21	3	34	10	21	7		1	114	21
Latin America	15	5			1		1		1		2		4	5	6	1	5	2	1		29	8
Middle East	9										3		2		2	3	1	2			13	5
North America and the Caribbean	62	13			1				2		3		19	6	20	14	10	9	1	3	88	32
Others	3				1								1		3			1	1		7	1
TOTAL	308	40			8		8		12		26		98	15	106	38	54	26	6	5	402	84

Table 10

WEIGHTED AND UNWEIGHTED DISTRIBUTION OF POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND ACTUAL STAFF POSITION IN POINTS
(as at 30 June 1996)

Nationality	Assess-ment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	0.0100%	2-14	6.44	8	125-877	404	583
Albania	0.0100%	2-14	6.07	1	125-876	380	54
Algeria	0.1600%	4-14	8.87	14	250-877	556	1205
Andorra	0.0100%	2-14	5.99		125-876	375	
Angola	0.0100%	2-14	6.24	1	125-876	391	67
Antigua and Barbuda	0.0100%	2-14	5.99	2	125-876	375	125
Argentina	0.4800%	8-18	13.79	19	501-1128	865	1387
Armenia	0.0550%	2-14	6.74	1	125-876	422	43
Australia	1.4800%	23-33	28.25	32	1442-2068	1771	2254
Austria	0.8650%	14-23	18.88	16	877-1441	1183	1088
Azerbaijan	0.1175%	2-14	7.76		125-876	486	
Bahamas	0.0200%	2-14	6.14	5	125-877	385	254
Bahrain	0.0200%	2-14	6.15	1	125-876	385	43
Bangladesh	0.0100%	4-14	8.83	13	250-876	553	993
Barbados	0.0100%	2-14	5.99	5	125-876	375	365
Belarus	0.2925%	5-15	10.43	12	313-940	654	743
Belgium	1.0075%	16-25	21.04	20	1002-1567	1319	1439
Belize	0.0100%	2-14	5.99	1	125-876	375	43
Benin	0.0100%	2-14	6.12	6	125-876	383	418
Bhutan	0.0100%	2-14	6.03	4	125-875	377	231
Bolivia	0.0100%	2-14	6.16	3	125-877	386	202
Bosnia and Herzegovina	0.0125%	2-14	6.13		125-876	384	
Botswana	0.0100%	2-14	6.02	2	125-876	377	86
Brazil	1.6200%	28-38	33.61	31	1755-2382	2107	1985
Brunei Darussalam	0.0200%	2-14	6.14		125-877	385	
Bulgaria	0.0825%	2-14	7.27	8	125-876	455	486
Burkina Faso	0.0100%	2-14	6.23	7	125-876	390	517
Burundi	0.0100%	2-14	6.13	10	125-876	384	576
Cambodia	0.0100%	2-14	6.22	2	125-875	389	121
Cameroon	0.0100%	2-14	6.30	15	125-875	394	984
Canada	3.1025%	44-60	52.62	53	2759-3763	3300	3744
Cape Verde	0.0100%	2-14	6.00	3	125-877	376	153
Central African Republic	0.0100%	2-14	6.06	3	125-877	380	164
Chad	0.0100%	2-14	6.14	3	125-876	384	203
Chile	0.0800%	2-14	7.36	28	125-876	461	1783
China	0.7350%	39-52	45.96	45	2445-3260	2882	3308
Colombia	0.1000%	3-14	8.16	8	187-877	511	557
Comoros	0.0100%	2-14	6.00	1	125-877	376	54
Congo	0.0100%	2-14	6.05	3	125-877	379	203
Costa Rica	0.0100%	2-14	6.06	3	125-877	380	190
Côte d'Ivoire	0.0100%	2-14	6.32	11	125-877	396	661
Croatia	0.0900%	2-14	7.28	5	125-876	456	314
Cuba	0.0525%	2-14	6.88	9	125-876	431	468
Cyprus	0.0300%	2-14	6.30	5	125-877	395	444
Czech Republic	0.2600%	5-14	9.95	10	313-876	623	641
Democratic People's Republic of Korea	0.0500%	2-14	7.15		125-877	448	
Denmark	0.7175%	11-21	16.62	14	689-1316	1042	933
Djibouti	0.0100%	2-14	6.00	1	125-877	376	54

Nationality	Assess-ment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Dominica	0.0100%	2-14	5.99	3	125-876	375	179
Dominican Republic	0.0100%	2-14	6.17	6	125-877	387	380
Ecuador	0.0200%	2-14	6.41	5	125-876	401	367
Egypt	0.0700%	3-14	8.28	14	188-878	519	1175
El Salvador	0.0100%	2-14	6.12	4	125-878	384	271
Equatorial Guinea	0.0100%	2-14	6.00	3	125-877	376	151
Eritrea	0.0100%	2-14	6.07	2	125-876	380	110
Estonia	0.0425%	2-14	6.51	3	125-878	408	129
Ethiopia	0.0100%	2-14	7.31	29	125-876	458	1610
Fiji	0.0100%	2-14	6.01	4	125-876	376	349
Finland	0.6175%	10-19	15.13	12	627-1191	949	848
France	6.4075%	87-117	102.39	96	5455-7337	6421	6645
Gabon	0.0100%	2-14	6.02	2	125-877	377	97
Gambia	0.0100%	2-14	6.01	6	125-877	377	535
Georgia	0.1175%	2-14	7.71	3	125-876	483	175
Germany	9.0425%	120-163	142.09	131	7525-10222	8911	8693
Ghana	0.0100%	2-14	6.40	12	125-877	401	1033
Greece	0.3800%	6-16	11.73	12	375-1002	735	772
Grenada	0.0100%	2-14	5.99	3	125-876	375	140
Guatemala	0.0200%	2-14	6.38	7	125-877	400	551
Guinea	0.0100%	2-14	6.14	6	125-877	385	495
Guinea-Bissau	0.0100%	2-14	6.01	1	125-877	377	43
Guyana	0.0100%	2-14	6.01	17	125-876	376	1326
Haiti	0.0100%	2-14	6.16	6	125-877	386	487
Honduras	0.0100%	2-14	6.13	2	125-877	384	97
Hungary	0.1400%	3-14	8.16	7	188-877	512	371
Iceland	0.0300%	2-14	6.29	7	125-876	394	477
India	0.3100%	27-37	32.64	42	1693-2320	2047	2682
Indonesia	0.1400%	7-17	12.56	7	438-1065	787	515
Iran (Islamic Republic of)	0.4675%	9-19	14.22	17	564-1191	892	1305
Iraq	0.1400%	3-14	8.40	11	187-876	526	877
Ireland	0.2100%	4-14	9.04	11	250-877	567	846
Israel	0.2675%	5-14	9.94	11	313-877	623	670
Italy	5.1975%	71-97	84.40	66	4452-6082	5293	4352
Jamaica	0.0100%	2-14	6.05	15	125-877	379	911
Japan	15.4350%	202-273	238.07	108	12668-17121	14931	6377
Jordan	0.0100%	2-14	6.11	15	125-877	383	969
Kazakstan	0.2000%	4-14	9.22		250-877	578	
Kenya	0.0100%	2-14	6.69	13	125-876	419	920
Kuwait	0.1900%	3-14	8.70		187-877	545	
Kyrgyzstan	0.0325%	2-14	6.43		125-877	403	
Lao People's Democratic Republic	0.0100%	2-14	6.10	1	125-876	382	82
Latvia	0.0825%	2-14	7.12	1	125-876	446	43
Lebanon	0.0100%	2-14	6.06	18	125-876	379	1274
Lesotho	0.0100%	2-14	6.03	7	125-876	378	421
Liberia	0.0100%	2-14	6.05	10	125-876	379	679
Libyan Arab Jamahiriya	0.2025%	4-14	8.96	4	250-877	562	310
Liechtenstein	0.0100%	2-14	5.99		125-876	375	
Lithuania	0.0850%	2-14	7.19	3	125-876	450	129

Nationality	Assess-ment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Luxembourg	0.0700%	2-14	6.89	3	125-876	431	162
Madagascar	0.0100%	2-14	6.33	7	125-877	397	460
Malawi	0.0100%	2-14	6.21	8	125-876	389	542
Malaysia	0.1400%	3-14	8.39	12	188-877	526	920
Maldives	0.0100%	2-14	5.99		125-876	375	
Mali	0.0100%	2-14	6.24	10	125-877	391	652
Malta	0.0100%	2-14	6.00	4	125-878	376	364
Marshall Islands	0.0100%	2-14	5.99		125-876	375	
Mauritania	0.0100%	2-14	6.04	4	125-876	378	244
Mauritius	0.0100%	2-14	6.01	8	125-877	377	690
Mexico	0.7875%	14-24	19.78	26	877-1504	1240	1726
Micronesia (Federated States of)	0.0100%	2-14	5.99		125-876	375	
Monaco	0.0100%	2-14	5.99		125-876	375	
Mongolia	0.0100%	2-14	6.04	3	125-877	379	140
Morocco	0.0300%	2-14	6.93	9	125-877	434	714
Mozambique	0.0100%	2-14	6.39	1	125-876	400	107
Myanmar	0.0100%	2-14	7.09	6	125-877	444	418
Namibia	0.0100%	2-14	6.02	2	125-876	377	86
Nepal	0.0100%	2-14	6.50	7	125-876	407	501
Netherlands	1.5875%	24-34	29.78	32	1505-2132	1868	2084
New Zealand	0.2400%	4-14	9.49	9	250-876	594	610
Nicaragua	0.0100%	2-14	6.09	7	125-877	382	403
Niger	0.0100%	2-14	6.20	5	125-876	388	355
Nigeria	0.1150%	5-14	10.17	17	313-877	637	1246
Norway	0.5600%	9-19	14.26	8	564-1191	894	410
Oman	0.0400%	2-14	6.48	2	125-876	406	201
Pakistan	0.0600%	4-14	9.79	14	250-876	613	1089
Palau	0.0100%	2-14	5.99		125-876	375	
Panama	0.0100%	2-14	6.05	1	125-877	379	54
Papua New Guinea	0.0100%	2-14	6.08	2	125-876	381	108
Paraguay	0.0100%	2-14	6.10	2	125-876	382	110
Peru	0.0600%	2-14	7.29	17	125-878	457	1218
Philippines	0.0600%	3-14	8.35	71	187-877	523	4336
Poland	0.3375%	6-16	11.78	15	375-1002	738	1008
Portugal	0.2750%	5-14	10.16	7	313-877	637	375
Qatar	0.0400%	2-14	6.45	1	125-877	404	54
Republic of Korea	0.8175%	14-23	19.05	16	877-1441	1194	798
Republic of Moldova	0.0850%	2-14	7.21		125-876	451	
Romania	0.1500%	3-14	8.61	4	188-877	540	260
Russian Federation	4.4500%	64-86	75.50	132	4013-5393	4735	8733
Rwanda	0.0100%	2-14	6.17	3	125-877	387	164
Saint Kitts and Nevis	0.0100%	2-14	5.99	4	125-876	375	183
Saint Lucia	0.0100%	2-14	5.99	3	125-876	375	175
Saint Vincent and the Grenadines	0.0100%	2-14	5.99	5	125-876	375	274
Samoa	0.0100%	2-14	5.99	1	125-876	375	54
San Marino	0.0100%	2-14	5.99		125-876	375	
Sao Tome and Principe	0.0100%	2-14	5.99		125-876	375	
Saudi Arabia	0.7200%	12-21	16.95	8	752-1316	1063	518
Senegal	0.0100%	2-14	6.18	14	125-876	387	994

Nationality	Assess-ment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Seychelles	0.0100%	2-14	5.99	2	125-876	375	121
Sierra Leone	0.0100%	2-14	6.09	11	125-877	382	835
Singapore	0.1400%	3-14	7.99	10	187-876	500	743
Slovakia	0.0825%	2-14	7.19	5	125-877	451	261
Slovenia	0.0700%	2-14	6.92	1	125-877	434	82
Solomon Islands	0.0100%	2-14	6.00		125-876	376	
Somalia	0.0100%	2-14	6.21	8	125-877	389	567
South Africa	0.3225%	6-16	11.60	4	375-1002	727	229
Spain	2.3625%	35-48	41.87	37	2194-3009	2625	2158
Sri Lanka	0.0100%	2-14	6.42	8	125-876	402	516
Sudan	0.0100%	2-14	6.69	8	125-877	419	556
Suriname	0.0100%	2-14	6.00	1	125-877	376	54
Swaziland	0.0100%	2-14	6.01	2	125-876	376	108
Sweden	1.2275%	19-29	24.28	22	1191-1817	1522	1701
Syrian Arab Republic	0.0500%	2-14	6.91	8	125-876	433	505
Tajikistan	0.0200%	2-14	6.28		125-876	393	
Thailand	0.1300%	4-14	9.20	28	250-877	577	1576
The former Yugoslav Republic of Macedonia	0.0100%	2-14	6.04		125-876	378	
Togo	0.0100%	2-14	6.08	5	125-877	381	338
Trinidad and Tobago	0.0325%	2-14	6.35	18	125-877	398	1117
Tunisia	0.0300%	2-14	6.50	14	125-877	407	1137
Turkey	0.3750%	8-17	12.89	11	501-1066	808	866
Turkmenistan	0.0325%	2-14	6.42		125-876	402	
Uganda	0.0100%	2-14	6.48	13	125-876	406	975
Ukraine	1.1400%	19-28	24.02	23	1191-1755	1506	1523
United Arab Emirates	0.1900%	3-14	8.70	1	187-876	545	67
United Kingdom of Great Britain and Northern Ireland	5.3150%	73-99	86.17	78	4578-6208	5404	5484
United Republic of Tanzania	0.0100%	2-14	6.68	13	125-877	419	958
United States of America	25.0000%	325-440	383.39	378	20384-27596	24046	26171
Uruguay	0.0400%	2-14	6.51	10	125-877	408	756
Uzbekistan	0.1375%	3-14	8.42		188-877	528	
Vanuatu	0.0100%	2-14	5.99		125-876	375	
Venezuela	0.3375%	6-16	11.37	12	375-1002	712	748
Viet Nam	0.0100%	2-14	7.74	5	125-877	485	300
Yemen	0.0100%	2-14	6.29	8	125-876	394	605
Yugoslavia	0.1025%	2-14	7.61	10	125-877	477	630
Zaire	0.0100%	2-14	7.01	13	125-876	439	889
Zambia	0.0100%	2-14	6.21	7	125-877	389	487
Zimbabwe	0.0100%	2-14	6.26	7	125-877	392	498
TOTAL	100.0100%		2700.15	2498		169,259	168,135

Table 11

GENDER DISTRIBUTION OF STAFF IN THE UNITED NATIONS SECRETARIAT
BY DEPARTMENT OR OFFICE AND BY GRADE

A. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

(as at 30 June 1996)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
sg	2		1	1	2		2	2	3	2	2		3	1	2	2			17	8	25	32.0%
oios	1				1		2	1	7	1	11	8	8	3	1	5			31	18	49	36.7%
oia	1				5		7		10	9	8	7	9	7	9	7			49	30	79	38.0%
dpa	1		2		8	1	10	5	21	11	22	15	14	14	6	6			84	52	136	38.2%
dpko	1		2		3		5	1	7	2	18	7	7	13	3	2			46	25	71	35.2%
dha	1				4		7		11	2	6	2	1	4	3	4			33	12	45	26.7%
dpcsd	1				2	2	10	2	14	8	11	15	5	10	4	7			47	44	91	48.4%
desipa	1				2		11	2	11	8	24	14	23	9	11	9			83	42	125	33.6%
ddsms	1				2	1	6	1	13	7	17	14	9	10	1	4			49	37	86	43.0%
eca	1				1		7	1	33	3	37	8	37	14	12	10			128	36	164	22.0%
ece	1					1	5	2	15	1	18	6	17	6	12	4			68	20	88	22.7%
eclac	1						10	2	17	6	34	8	24	13	15	9			101	38	139	27.3%
escap	1					1	9	3	21	2	32	12	21	8	9	14			93	40	133	30.1%
escwa	1					1	4		12	2	22	5	7	7	4	7			50	22	72	30.6%
regcom							1	1	1		1								3	1	4	25.0%
dpi			1		4	2	13	5	19	13	32	32	37	45	25	31			131	128	259	49.4%
unog	1				2		7	2	4	7	12	4	19	12	10	13			55	38	93	40.9%
unov					2		3	2	7	2	12	4	12	4	2	1			38	13	51	25.5%
dcp	1				2		1		7	1	6	8	7	3	3	6			27	18	45	40.0%
dam	1					1	2	2	4	3	2	6	2	3	2	2			13	17	30	56.7%
damoppba			1		4		5		8	10	11	9	14	14	8	7			51	40	91	44.0%
damohrm			1		1	2	1	3	7	8	10	13	11	9	6	6			37	41	78	52.6%
damocss			1		3		12	4	15	8	22	12	25	14	12	8			90	46	136	33.8%
unjspf							2		5	2	3	6	8	6		1			18	15	33	45.5%
unctad	1				3		22	1	39	6	36	8	40	21	16	10			157	46	203	22.7%
unep		1				2	1			2	6	1	1		3	3			11	9	20	45.0%
unchs			1		2		2	1	4	1	11	4	10	4	4	1			34	11	45	24.4%
unchr	1		1				2		6	2	11	8	8	9	4	6			33	25	58	43.1%
uncc					2		1		1		1								5		5	
unscom																						
dpkofald			3		2		10		14	1	7	2	8	2	3	2			47	7	54	13.0%
intorg									2		1	2				1			3	3	6	50.0%
TOTAL	20	1	14	1	57	14	180	43	338	130	446	240	387	265	190	188			1632	882	2514	35.1%

B. PROFESSIONAL STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

(as at 30 June 1996)

DEPARTMENT/ OFFICE	P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F		
sg						1						1	1	100.0%
oios														
ola								1				1	1	100.0%
dpa														
dpko			1								1		1	
dha														
dpcsd		1		1	2	2					2	4	6	66.7%
desipa														
ddsms														
eca	1		2		2	4	1				6	4	10	40.0%
ece						1		2				3	3	100.0%
eclac				3	1	2	1				2	5	7	71.4%
escap	1		5	1	9	2		1			15	4	19	21.1%
escwa	1		1	1	3	1					5	2	7	28.6%
regcom														
dpi	1		1			1					2	1	3	33.3%
unog	24	16	64	36	66	22	7	4			161	78	239	32.6%
unov	4	1	23	9	17	7	4	2			48	19	67	28.4%
dcp														
dam														
damoppba														
damohrm					1	1	1	1			2	2	4	50.0%
damocss	58	30	128	66	120	82	12	21			318	199	517	38.5%
unjspf														
unctad	1		1								2		2	
unep			3	2	3	1					6	3	9	33.3%
unchs														
unchr														
uncc														
unscom					1						1		1	
dpkofald			2	1	1						3	1	4	25.0%
intorg														
TOTAL	91	48	231	120	226	127	26	32			574	327	901	36.3%

C. PROFESSIONAL AND HIGHER-LEVEL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY DEPARTMENT OR OFFICE AND BY GRADE

(as at 30 June 1996)

DEPARTMENT/ OFFICE	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		GRAND TOTAL	Percent Women
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
sg	2		1	1	2		2	2	3	2	2		3	2	2	2			17	9	**26**	34.6%
oios	1				1		2	1	7	1	11	8	8	3	1	5			31	18	**49**	36.7%
ola	1				5		7		10	9	8	7	9	7	9	8			49	31	**80**	38.8%
dpa	1		2		8	1	10	5	21	11	22	15	14	14	6	6			84	52	**136**	38.2%
dpko	1		2		3		5	1	7	2	19	7	7	13	3	2			47	25	**72**	34.7%
dha	1				4		7		11	2	6	2	1	4	3	4			33	12	**45**	26.7%
dpcsd	1				2	2	10	2	14	9	11	16	7	12	4	7			49	48	**97**	49.5%
desipa	1				2		11	2	11	8	24	14	23	9	11	9			83	42	**125**	33.6%
ddsms	1				2	1	6	1	13	7	17	14	9	10	1	4			49	37	**86**	43.0%
eca	1				1		7	1	34	3	39	8	39	18	13	10			134	40	**174**	23.0%
ece	1					1	5	2	15	1	18	6	17	7	12	6			68	23	**91**	25.3%
eclac	1						10	2	17	6	34	11	25	15	16	9			103	43	**146**	29.5%
escap	1					1	9	3	22	2	37	13	30	10	9	15			108	44	**152**	28.9%
escwa	1					1	4		13	2	23	6	10	8	4	7			55	24	**79**	30.4%
regcom							1	1	1		1								3	1	**4**	25.0%
dpi			1		4	2	13	5	20	13	33	32	37	46	25	31			133	129	**262**	49.2%
unog	1				2		7	2	28	23	76	40	85	34	17	17			216	116	**332**	34.9%
unov					2		3	2	11	3	35	13	29	11	6	3			86	32	**118**	27.1%
dcp	1				2		1		7	1	6	8	7	3	3	6			27	18	**45**	40.0%
dam	1					1	2	2	4	3	2	6	2	3	2	2			13	17	**30**	56.7%
damoppba			1		4		5		8	3	11	9	14	14	8	7			51	40	**91**	44.0%
damohrm			1		1	2	1	3	7	8	10	13	12	10	7	7			39	43	**82**	52.4%
damocss			1		3		12	4	73	38	150	78	145	96	24	29			408	245	**653**	37.5%
unjspf							2		5	2	3	6	8	6		1			18	15	**33**	45.5%
unctad	1				3		22	1	40	6	37	8	40	21	16	10			159	46	**205**	22.4%
unep		1				2	1			2	9	3	4	1	3	3			17	12	**29**	41.4%
unchs			1		2		2	1	4	1	11	4	10	4	4	1			34	11	**45**	24.4%
unchr	1		1				2		6	2	11	8	8	9	4	6			33	25	**58**	43.1%
uncc					2		1		1		1								5		**5**	
unscom													1						1		**1**	
dpkofald			3		2		10		14	1	9	3	9	2	3	2			50	8	**58**	13.8%
intorg									2		1	2				1			3	3	**6**	50.0%
TOTAL	**20**	**1**	**14**	**1**	**57**	**14**	**180**	**43**	**429**	**178**	**677**	**360**	**613**	**392**	**216**	**220**			**2206**	**1209**	**3415**	**35.4%**

/...

D. STAFF IN THE GENERAL SERVICE AND OTHER RELATED CATEGORIES
(as at 30 June 1996)

DEPARTMENT/ OFFICE	GENERAL SERVICE					OTHERS a/				
	F	%	M	%	TOTAL	F	%	M	%	TOTAL
sg	37	78.7%	10	21.3%	47					
oios	23	88.5%	3	11.5%	26					
ola	73	89.0%	9	11.0%	82					
dpa	131	90.3%	14	9.7%	145					
dpko	141	73.8%	50	26.2%	191			8	100.0%	8
dha	49	81.7%	11	18.3%	60					
dpcsd	95	93.1%	7	6.9%	102					
desipa	90	67.7%	43	32.3%	133					
ddsms	166	69.2%	74	30.8%	240					
eca	160	45.8%	189	54.2%	349			3	100.0%	3
ece	61	77.2%	18	22.8%	79					
eclac	202	56.0%	159	44.0%	361			1	100.0%	1
escap	238	59.4%	163	40.6%	401			1	100.0%	1
escwa	87	50.3%	86	49.7%	173					
regcom	2	100.0%			2					
dpi	334	63.7%	190	36.3%	524	27	56.3%	21	43.8%	48
unog	385	51.1%	369	48.9%	754	18	78.3%	5	21.7%	23
unov	162	44.8%	200	55.2%	362					
dcp	71	79.8%	18	20.2%	89					
dam	62	86.1%	10	13.9%	72					
damoppba	110	66.7%	55	33.3%	165			1	100.0%	1
damohrm	124	83.2%	25	16.8%	149	15	83.3%	3	16.7%	18
damocss	480	54.7%	397	45.3%	877	14	3.4%	393	96.6%	407
unjspf	51	56.7%	39	43.3%	90					
unctad	125	79.1%	33	20.9%	158					
unep	255	71.4%	102	28.6%	357	1	100.0%			1
unchs	162	58.3%	116	41.7%	278					
unchr	38	82.6%	8	17.4%	46	2	50.0%	2	50.0%	4
uncc	24	61.5%	15	38.5%	39					
unscom	9	36.0%	16	64.0%	25					
dpkofald	478	33.3%	956	66.7%	1434	129	15.1%	728	84.9%	857
intorg	8	100.0%			8					
TOTAL	4373	56.5%	3372	43.5%	7745	206	15.0%	1166	85.0%	1372

a/ Includes Field Service, Security Service, Trades and Crafts staff and Public Information Assistants.

Annex II

GROUPINGS OF MEMBER STATES

A. Groupings by major geographical region

Africa

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Côte d'Ivoire
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

Asia and the Pacific

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic People's Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Palau
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

Eastern Europe

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Georgia
Hungary
Kazakstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
The former Yugoslav Republic of Macedonia
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

Western Europe

Andorra
Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom of Great Britain and Northern Ireland

Latin America

Argentina
Bolivia
Brazil
Chile
Columbia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

Middle East

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

North America and the Caribbean

Antigua and Barbuda	Dominica	Saint Lucia
Bahamas	Grenada	Saint Vincent and the Grenadines
Barbados	Guyana	Trinidad and Tobago
Belize	Jamaica	United States of America
Canada	Saint Kitts and Nevis	

Others

Palestine	Switzerland	Stateless

B. Developing and other countries

1. Developing countries

All countries in Africa; all countries in Asia except Australia, Japan and New Zealand; all countries in Latin America; all countries in North America and the Caribbean except Canada and the United States of America; all countries in the Middle East; plus Bosnia and Herzegovina, Croatia, Malta, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia.

2. Other countries

All countries in Western Europe except Malta; all countries in Eastern Europe except Bosnia and Herzegovina, Croatia, Slovenia, the former Yugoslav Republic of Macedonia and Yugoslavia; plus Australia, Canada, Japan, New Zealand and the United States of America.